U5760-1

SIXTEENTH ANNUAL

RANK-ORDER DISTRIBUTION

OF

ADMINISTRATIVE SALARIES

PAID

1982-1983

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED THIRTY-SIX STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-SEVEN STATES
AND THIRTY UNIVERSITY SYSTEMS
IN TWENTY-SIX STATES

OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

DECEMBER 31, 1982

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the sixteenth annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was less than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title. Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASLUGC).

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

Three positions have been added to the 1982-83 report. The combined position of Vice President of Research Services and Graduate Dean is listed as a title under Research officers. Two dean positions have been added to this report: Dean of Dentistry and Dean of Health Professions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-four universities in fifty states. From this group, replies were received from one hundred thirty-six institutions in forty-seven states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC).

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred thirty-six participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to forty-one university systems in thirty-three states, and replies were received from thirty university systems in twenty-six states.

The system positions have been revised to include new position titles of Associate and Assistant Vice Presidents. In addition, several positions were eliminated because few salaries had been reported during the past five years.

TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES
IN FORTY-SEVEN STATES

This table summarizes the data for one hundred thirty-six universities in forty-seven states. For making these data available, the University of Arkansas is grateful to the following universities:

Arizona State University
Auburn University
Ball State University
Bowling Green State University
California State University
at Los Angeles
Central Michigan University
City University of New York -
Bernard/Baruch College
City University of New York -
Brooklyn College
Clemson University
Cleveland State University
College of William and Mary
Colorado School of Mines
Colorado State University
East Tennessee State
University
East Texas State University
Florida State University
Georgia Institute of Technology
Georgia State University
Idaho State University
Illinois State University
Indiana State University
Indiana University of
Pennsylvania
Indiana University-Purdue
University at Indianapolis
Indiana University
at Bloomington
Iowa State University of Science
and Technology
Kent State University
Lamar University
Louisiana State University &
Agricultural & Mechanical
College
Louisiana Tech University
Memphis State University
Michigan Technological University
Middle Tennessee State University
Mississippi State University
Montana State University
New Mexico Institute of Mining
and Technology
New Mexico State University
North Carolina State University
at Raleigh
North Dakota State University
North Texas State University
Northeast Louisiana University
Northern Arizona University
Northwestern State University
of Louisiana
Oakland University
Ohio University
Oklahoma State University
Oregon State University
Portland State University
South Dakota School of Mines
and Technology
South Dakota State University
Southern Illinois University
at Carbondale
Southern Illinois University
at Edwardsville
State University of New York
at Albany
State University of New York
at Binghampton
State University of New York
at Buffalo
State University of New York
at Stony Brook
Stephen F. Austin State University
Temple University
Tennessee Tech University

TABLE I (Continued)

Texas A & I University
Texas A & M University
Texas Tech University and Texas Tech University Health Sciences Center
University of Akron
University of Alabama
University of Alabama at Birmingham
University of Alabama at Hunstville
University of Alaska at Fairbanks
University of Arizona
University of Arkansas
University of California at Davis
University of Cincinnati
University of Colorado at Boulder
University of Colorado at Denver
University of Connecticut
University of Florida
University of Georgia
University of Hawaii at Manoa
University of Houston
University of Idaho
University of Illinois at Chicago Circle
University of Illinois at Urbana-Champaign
University of Iowa
University of Kansas at Lawrence
University of Kentucky
University of Louisville
University of Lowell
University of Maine at Orono
University of Maryland - Baltimore Professional School
University of Maryland - Baltimore County
University of Maryland - at College Park
University of Michigan
University of Minnesota - Minneapolis/St. Paul
University of Mississippi
University of Missouri at Columbia
University of Missouri at Kansas City
University of Missouri at Rolla
University of Missouri at St. Louis
University of Montana
University of Nebraska at Lincoln
University of Nebraska at Omaha
University of Nevada at Las Vegas
University of Nevada at Reno
University of New Hampshire
University of New Mexico
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Dakota
University of Northern Colorado
University of North Florida
University of Northern Iowa
University of Oklahoma
University of Oregon
University of South Alabama
University of South Carolina
University of South Dakota
University of South Florida
University of Southern Mississippi
University of Southwestern Louisiana
University of Tennessee at Knoxville
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas

TABLE I (Continued)

University of Texas
at El Paso
University of Toledo
University of Utah
University of Vermont
University of Virginia
University of Wisconsin
at Madison
University of Wisconsin
at Milwaukee
University of Wyoming
Utah State University
Virginia Commonwealth University
Virginia Polytechnic Institute
and State University
Washington State University
Wayne State University
West Virginia University
Wichita State University

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY	
1	88,850	*
2	86,100	*
3	85,905	*
4	82,000	*
5	81,500	
6	80,000	*
7	79,680	*
8	77,595	*
9	77,252	*
10	76,000	
11	72,828	*
12	71,000	*
13	70,000	*
14	67,000	
15	66,725	*
16	62,700	*
17	55,424	
AVERAGE	75,332	

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY	
1	125,000	*
2	115,000	*
3	97,478	*
4	95,666	*
5	95,000	*
6	94,037	*
7	90,000	*
8	89,500	*
9	89,500	*
10	88,000	
11	86,213	*
12	84,213	*
13	84,750	*
14	84,750	
15	84,750	*
16	84,600	
17	84,347	*
18	83,000	*
19	82,950	*
20	82,620	
21	82,100	*
22	82,000	*
23	80,923	*
24	80,804	*
25	80,562	*
26	80,496	*
27	80,250	*
28	80,080	*
29	80,000	*
30	80,000	*
31	79,380	*
32	79,300	*
33	78,300	
34	78,156	*
35	78,150	*
36	78,000	
37	77,667	
38	77,585	*
39	77,000	*
40	76,500	*
41	76,500	
42	76,000	*
43	76,000	*
44	75,000	*
45	75,000	
46	74,676	*
47	73,500	
48	73,000	
49	72,940	
50	72,500	
51	72,450	*
52	72,450	*
53	72,000	*
54	71,500	*
55	71,050	*
56	71,000	
57	71,000	
58	70,626	*
59	70,260	
60	70,211	
61	70,000	
62	70,000	
63	69,620	*
64	69,620	*
65	69,350	*
66	68,900	
67	68,800	*
68	68,511	
69	68,511	
70	68,511	
71	68,000	*
72	68,000	
73	67,569	*
74	67,568	
75	67,500	*
76	67,080	*
77	66,725	*
78	66,200	
79	66,000	
80	65,213	
81	65,052	
82	65,052	*
83	65,052	*
84	65,000	*
85	65,000	*
86	64,560	
87	64,538	*
88	64,538	*
89	64,000	*
90	63,500	*
91	63,320	
92	63,000	*
93	63,000	
94	62,924	
95	62,736	*
96	62,700	
97	62,700	*
98	62,600	*
99	62,000	
100	61,500	
101	61,500	*
102	60,190	
103	60,000	*
104	59,988	*
105	58,500	
106	58,000	*
107	57,000	
108	56,856	
109	56,760	
110	55,388	*
111	55,080	*
112	55,000	
113	54,500	
114	54,500	
115	53,600	
116	52,600	
117	51,400	
118	49,650	
AVERAGE	72,134	

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY	
1	83,138	*
2	80,000	*
3	79,800	*
4	79,728	*
5	78,000	*
6	76,300	*
7	75,400	*
8	75,000	
9	75,000	*
10	73,908	*
11	73,000	*
12	73,000	*
13	(73,000)	*
14	72,900	
15	72,500	*
16	72,000	
17	71,499	*
18	71,100	*
19	71,000	*
20	71,000	*
21	71,000	*
22	70,925	*
23	70,700	
24	70,625	*
25	70,112	
26	69,350	
27	68,400	*
28	67,300	
29	67,200	
30	66,600	*
31	66,359	*
32	66,200	
33	66,000	*
34	65,000	*
35	65,000	*
36	64,963	*
37	64,963	*
38	64,800	*
39	64,600	*
40	64,500	*
41	63,500	*
42	63,420	*
43	62,000	*
44	61,567	*
45	61,500	*
46	61,500	
47	60,994	*
48	60,850	
49	60,840	*
50	60,610	
51	60,600	*
52	60,000	
53	60,000	
54	60,000	*
55	60,000	
56	59,850	*
57	59,832	*
58	59,711	
59	59,700	*
60	59,490	
61	59,300	
62	59,160	*
63	59,000	
64	59,000	*
65	58,980	
66	58,704	*
67	58,606	*
68	58,500	*
69	58,000	
70	(58,000)	
71	58,000	
72	58,000	*
73	57,375	
74	57,100	*
75	57,000	*
76	56,450	*
77	56,291	*
78	56,200	
79	56,000	
80	55,500	
81	55,371	*
82	(55,284)	
83	55,000	*
84	54,701	
85	54,600	
86	54,500	
87	54,144	
88	54,142	*
89	54,000	*
90	54,000	*
91	54,000	*
92	53,988	
93	53,832	
94	53,194	
95	53,000	
96	53,000	
97	52,380	
98	51,000	*
99	51,000	
100	50,150	
101	50,008	
102	50,000	
103	49,249	*
104	49,000	*
105	48,602	
106	48,104	*
107	(48,098)	
108	48,000	
109	45,878	
AVERAGE	61,666	

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY	
1	(83,545)	
2	79,800	*
3	78,500	*
4	76,162	*
5	(73,000)	*
6	71,500	*
7	69,500	*
8	69,000	
9	68,500	*
10	68,000	*
11	67,410	*
12	66,000	*
13	66,000	*
14	65,000	*
15	64,910	*
16	64,067	*
17	64,050	
18	62,500	*
19	61,253	
20	60,500	*
21	(59,900)	*
22	59,353	*
23	59,150	
24	(58,000)	
25	57,000	*
26	(55,284)	
27	53,891	
28	53,000	*
29	52,000	
30	(48,098)	
31	34,996	
AVERAGE	63,609	

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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY	
1	73,819	*
2	66,436	*
3	64,400	*
4	63,223	*
5	63,000	*
6	62,070	*
7	58,500	*
8	58,300	*
9	58,100	*
10	58,000	*
11	57,000	*
12	56,800	
13	56,750	*
14	56,600	*
15	56,531	*
16	56,400	*
17	56,200	
18	56,200	*
19	56,180	
20	56,035	*
21	56,000	*
22	55,500	*
23	55,000	*
24	54,458	*
25	54,310	*
26	54,145	*
27	54,120	*
28	54,100	*
29	53,456	*
30	52,584	
31	52,480	
32	52,580	*
33	52,500	*
34	52,425	*
35	52,395	*
36	51,696	*
37	51,200	*
38	51,192	
39	51,180	*
40	50,930	*
41	50,850	
42	50,800	*
43	50,240	
44	50,115	*
45	50,000	*
46	50,000	*
47	50,000	*
48	50,000	*
49	49,902	*
50	49,824	*
51	49,623	*
52	49,500	*
53	49,455	*
54	49,300	*
55	49,100	*
56	49,076	*
57	49,032	
58	49,000	
59	48,800	
60	48,750	*
61	48,671	*
62	48,400	*
63	48,400	
64	48,200	*
65	48,072	
66	47,410	
67	47,600	*
68	47,154	*
69	46,230	
70	46,000	
71	45,856	*
72	45,769	*
73	45,654	
74	45,500	
75	45,500	*
76	45,500	
77	45,325	
78	45,073	
79	45,000	*
80	45,000	*
81	45,000	*
82	44,922	*
83	44,520	
84	44,496	*
85	44,400	
86	44,000	
87	43,800	
88	43,423	*
89	43,393	
90	43,026	
91	43,000	*
92	42,941	
93	42,900	*
94	42,800	*
95	42,800	
96	42,420	*
97	42,420	
98	42,101	
99	41,784	
100	41,500	*
101	41,400	*
102	41,136	
103	41,055	
104	41,000	
105	40,939	
106	40,575	*
107	40,020	
108	40,000	
109	40,000	*
110	40,000	
111	39,974	
112	39,600	*
113	39,500	*
114	39,000	
115	39,000	*
116	39,000	
117	38,551	
118	38,128	*
119	38,002	
120	35,947	*
121	35,440	
122	35,000	
123	34,800	
124	33,179	
125	31,200	
126	30,833	
127	29,540	
128	27,882	*
129	24,000	
AVERAGE	47,413	

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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY	
1	52,100	*
2	51,487	*
3	50,936	*
4	50,000	*
5	49,900	*
6	47,098	*
7	(45,952)	
8	44,517	*
9	44,491	*
10	43,943	*
11	43,800	*
12	43,008	*
13	(43,000)	
14	42,806	*
15	42,500	*
16	41,746	*
17	41,500	*
18	41,000	*
19	40,803	
20	40,500	*
21	40,444	*
22	(40,000)	*
23	39,503	*
24	(39,234)	
25	39,000	*
26	38,500	*
27	38,380	
28	37,889	*
29	37,700	*
30	37,440	*
31	37,296	
32	36,500	*
33	36,179	
34	35,800	*
35	35,600	*
36	(35,544)	
37	35,400	
38	35,352	*
39	35,000	*
40	35,000	*
41	34,999	*
42	34,700	*
43	34,700	*
44	34,591	
45	34,500	*
46	34,365	*
47	34,023	*
48	33,948	*
49	(33,928)	*
50	33,675	*
51	33,600	*
52	33,420	*
53	33,320	*
54	33,252	
55	33,193	
56	33,150	*
57	32,760	
58	32,000	*
59	31,800	
60	31,482	
61	31,250	*
62	31,100	
63	31,039	*
64	30,850	
65	30,653	
66	30,495	
67	30,000	
68	29,994	*
69	29,690	*
70	29,653	*
71	29,342	
72	29,000	
73	28,890	
74	28,750	*
75	28,704	*
76	28,687	*
77	28,600	*
78	28,200	*
79	28,168	*
80	27,830	*
81	27,721	
82	27,180	*
83	27,031	*
84	26,125	*
85	26,100	*
86	26,000	
87	25,999	*
88	25,800	
89	25,731	*
90	25,662	
91	25,595	*
92	25,400	*
93	25,213	
94	25,110	
95	24,837	*
96	24,837	
97	24,200	*
98	23,200	
99	(23,043)	*
100	23,001	
101	22,800	
102	22,300	*
103	21,000	*
104	20,053	
105	19,588	*
106	19,259	*
107	16,000	
AVERAGE	33,253	

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY	
1	68,244	*
2	67,639	*
3	62,320	*
4	(62,136)	*
5	62,000	*
6	61,900	*
7	59,544	*
8	59,400	*
9	58,600	*
10	58,315	*
11	58,000	*
12	56,134	*
13	54,000	*
14	53,700	*
15	53,622	*
16	54,500	*
17	53,700	*
18	53,678	*
19	53,500	*
20	53,295	*
21	52,523	*
22	52,164	
23	51,800	*
24	51,800	
25	51,520	*
26	51,500	*
27	51,500	*
28	51,400	*
29	51,360	*
30	51,292	*
31	50,600	*
32	50,505	
33	50,460	*
34	50,000	*
35	49,992	*
36	49,790	*
37	49,500	*
38	49,300	*
39	49,140	*
40	49,000	*
41	48,894	*
42	48,608	*
43	48,000	*
44	47,800	*
45	47,590	*
46	47,500	
47	47,478	
48	47,270	
49	47,000	*
50	46,900	
51	46,788	
52	46,630	
53	46,516	*
54	46,155	*
55	46,000	*
56	46,000	*
57	45,984	*
58	45,000	*
59	45,000	*
60	45,000	
61	44,900	*
62	44,500	
63	44,400	*
64	44,200	
65	44,000	*
66	43,680	
67	43,506	*
68	43,393	
69	43,142	
70	43,060	
71	43,000	*
72	43,000	
73	43,000	*
74	42,918	
75	42,800	
76	42,750	
77	42,500	
78	42,460	*
79	42,345	*
80	42,252	
81	42,000	*
82	42,000	*
83	41,910	*
84	41,720	
85	41,707	
86	41,580	*
87	41,544	
88	40,700	
89	40,300	*
90	40,170	*
91	40,008	
92	39,800	*
93	39,700	
94	39,672	*
95	39,300	
96	(39,234)	
97	39,000	
98	38,954	*
99	38,775	
100	38,280	
101	38,000	
102	38,000	
103	37,864	*
104	37,675	*
105	37,033	
106	37,012	
107	36,744	
108	36,536	
109	36,500	
110	36,060	
111	36,000	*
112	35,700	*
113	35,120	
114	34,986	
115	34,843	
116	34,398	*
117	33,600	
118	33,600	
119	33,428	
120	33,048	*
121	27,391	*
AVERAGE	45,763	

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY	
1	79,800	*
2	78,400	*
3	75,000	*
4	73,000	*
5	(72,000)	*
6	72,000	*
7	72,000	*
8	71,500	
9	70,424	*
10	(70,100)	*
11	70,000	*
12	69,300	*
13	68,500	*
14	67,938	
15	67,584	*
16	66,900	*
17	66,851	
18	66,185	
19	66,000	*
20	66,000	*
21	64,700	
22	64,600	*
23	64,400	*
24	64,303	*
25	64,100	
26	62,815	*
27	62,500	*
28	62,282	*
29	61,800	*
30	61,734	*
31	61,734	*
32	61,721	*
33	61,237	*
34	61,000	*
35	60,924	*
36	60,872	
37	60,871	*
38	60,860	
39	60,795	*
40	60,750	
41	60,509	*
42	60,500	*
43	60,400	
44	60,000	*
45	59,600	*
46	(59,569)	*
47	59,500	*
48	59,500	*
49	59,500	*
50	59,000	*
51	58,975	
52	58,900	
53	58,760	*
54	58,000	*
55	58,000	*
56	57,950	*
57	57,912	*
58	57,790	
59	57,500	
60	57,000	
61	56,700	*
62	56,225	
63	55,992	*
64	55,902	*
65	55,900	
66	55,899	*
67	55,800	*
68	55,750	*
69	55,472	
70	55,000	
71	55,000	
72	54,701	
73	54,285	*
74	(54,144)	
75	54,142	*
76	54,050	*
77	54,032	*
78	54,000	*
79	54,000	
80	54,000	*
81	54,000	
82	54,000	
83	53,869	
84	53,500	
85	53,500	
86	52,649	
87	52,500	
88	52,224	
89	52,057	*
90	52,000	*
91	52,000	
92	51,950	
93	51,332	
94	51,000	*
95	51,000	
96	51,000	*
97	50,150	
98	50,008	
99	50,000	*
100	49,570	
101	49,008	*
102	48,852	*
103	48,850	*
104	48,732	
105	48,602	
106	48,098	
107	48,000	
108	46,000	*
109	45,000	*
110	44,000	
111	38,350	
AVERAGE	58,425	

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY	
1	65,835	*
2	60,755	*
3	60,300	*
4	58,800	*
5	56,000	*
6	55,400	*
7	55,300	*
8	54,550	*
9	54,480	*
10	(54,300)	*
11	53,800	*
12	52,640	*
13	52,500	*
14	52,487	*
15	52,396	*
16	52,108	*
17	51,900	*
18	51,250	*
19	50,040	*
20	50,000	*
21	49,500	*
22	49,404	
23	(48,876)	
24	48,804	*
25	48,500	
26	48,000	*
27	48,000	
28	46,605	
29	46,600	*
30	46,306	*
31	46,235	*
32	46,200	
33	46,000	*
34	46,000	*
35	45,987	
36	45,745	
37	45,381	*
38	45,350	*
39	45,190	
40	45,106	
41	45,000	*
42	44,726	
43	44,700	*
44	44,500	*
45	44,500	*
46	44,255	*
47	44,000	
48	44,000	
49	43,334	
50	43,000	*
51	42,950	
52	42,500	*
53	42,250	*
54	42,012	*
55	42,000	
56	41,759	*
57	41,690	
58	41,472	*
59	41,000	*
60	40,904	*
61	40,752	*
62	40,632	*
63	40,572	*
64	40,548	*
65	40,500	*
66	40,350	
67	40,000	*
68	40,000	
69	39,994	*
70	39,667	
71	39,600	
72	38,810	*
73	38,662	
74	38,500	
75	38,500	
76	38,000	
77	37,514	
78	37,324	
79	37,296	
80	37,092	*
81	37,000	
82	36,900	*
83	36,850	*
84	36,020	
85	35,500	*
86	35,000	*
87	35,000	*
88	34,896	*
89	34,681	
90	34,500	
91	34,000	
92	33,929	*
93	33,700	
94	33,335	*
95	33,193	
96	33,000	
97	32,916	*
98	32,905	
99	32,600	*
100	31,927	*
101	31,900	
102	31,750	
103	31,536	
104	31,363	
105	31,000	*
106	30,377	
AVERAGE	42,955	

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY	
1	(72,000)	*
2	67,200	*
3	(63,000)	*
4	62,000	*
5	59,565	*
6	57,600	*
7	(54,300)	*
8	48,800	*
9	47,817	*
10	(46,887)	
11	46,500	
12	46,000	
13	44,700	*
14	44,000	*
15	42,350	
16	41,250	*
17	39,100	*
18	38,900	*
19	38,129	*
20	37,825	*
21	33,228	*
22	30,183	
23	29,597	
24	29,543	*
25	27,150	*
AVERAGE	45,905	

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY	
1	79,123	*
2	55,450	*
3	53,500	*
4	53,380	*
5	52,140	*
6	52,000	*
7	51,765	*
8	51,558	
9	51,500	*
10	50,000	
11	46,664	*
12	45,600	*
13	44,100	*
14	44,000	*
15	43,041	
16	42,378	*
17	42,364	
18	42,000	*
19	42,000	*
20	41,197	*
21	40,800	*
22	40,219	
23	39,422	
24	39,046	
25	38,508	
26	38,002	*
27	38,000	*
28	37,550	
29	37,500	*
30	37,198	
31	36,800	
32	36,098	*
33	35,868	*
34	35,004	
35	34,700	*
36	34,425	
37	33,600	*
38	33,567	
39	31,296	
40	29,350	
41	29,050	*
42	28,240	*
43	27,000	
44	26,580	*
45	25,971	
46	25,000	*
47	17,130	
AVERAGE	40,210	

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY	
1	51,500	*
2	49,992	*
3	46,400	*
4	46,300	*
5	45,700	*
6	43,608	*
7	42,500	*
8	42,397	*
9	42,100	*
10	41,028	*
11	39,500	
12	39,423	
13	39,323	*
14	39,250	
15	38,838	*
16	38,791	*
17	38,546	*
18	38,500	*
19	37,908	*
20	37,000	*
21	36,613	*
22	36,300	*
23	35,880	*
24	35,863	*
25	35,600	*
26	35,156	
27	34,500	
28	34,455	
29	34,390	*
30	34,344	*
31	33,929	*
32	33,710	
33	33,675	*
34	33,432	*
35	32,865	*
36	32,800	*
37	32,787	
38	32,600	*
39	32,500	
40	32,460	*
41	32,364	*
42	32,238	
43	32,064	*
44	32,000	*
45	31,920	*
46	31,600	
47	31,529	
48	31,356	*
49	31,350	*
50	31,296	*
51	31,200	
52	30,960	
53	30,779	*
54	30,440	*
55	30,420	*
56	30,400	*
57	30,311	*
58	30,000	
59	29,931	*
60	29,700	
61	29,640	*
62	29,538	*
63	29,500	*
64	29,301	*
65	29,100	
66	28,980	*
67	28,908	
68	28,065	
69	28,000	*
70	27,384	*
71	26,750	
72	26,690	
73	26,600	
74	26,597	*
75	25,442	*
76	26,300	*
77	26,079	
78	25,851	*
79	25,500	*
80	25,263	*
81	24,411	
82	23,712	
83	23,100	
84	23,043	*
85	22,500	
86	22,000	
87	18,725	*
88	15,500	*
AVERAGE	32,559	

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY	
1	59,112	*
2	56,412	*
3	54,360	*
4	52,270	*
5	50,000	*
6	50,000	*
7	49,680	
8	49,000	*
9	48,600	*
10	48,591	*
11	47,760	*
12	47,660	*
13	47,500	*
14	46,805	*
15	46,644	*
16	46,584	*
17	46,500	
18	46,477	*
19	46,000	*
20	46,000	*
21	45,888	*
22	45,000	*
23	45,000	*
24	44,690	
25	44,500	
26	44,300	*
27	44,000	
28	43,600	*
29	43,350	
30	42,700	*
31	42,250	*
32	42,000	
33	42,000	*
34	41,748	*
35	41,710	*
36	41,100	*
37	40,000	*
38	39,988	*
39	39,874	*
40	39,600	*
41	39,350	*
42	39,240	*
43	39,038	
44	38,296	*
45	38,191	*
46	38,000	*
47	38,000	*
48	38,000	
49	37,900	*
50	37,500	*
51	37,488	*
52	37,149	*
53	37,092	
54	36,500	*
55	36,108	
56	36,050	*
57	36,000	
58	36,000	*
59	35,632	*
60	35,600	*
61	35,500	
62	35,402	
63	35,471	*
64	34,850	
65	34,850	
66	34,700	*
67	34,320	*
68	34,000	*
69	33,936	
70	33,700	
71	33,503	
72	33,500	*
73	33,011	*
74	32,935	
75	32,880	*
76	32,130	
77	32,050	*
78	31,350	*
79	31,049	
80	31,030	
81	30,852	
82	30,365	
83	30,150	*
84	29,928	
85	29,345	*
86	29,200	
87	29,028	
88	28,800	
89	28,500	
90	28,397	*
91	28,000	
92	27,852	*
93	27,814	
94	27,752	*
95	27,350	
96	26,520	*
97	26,357	*
98	21,000	*
AVERAGE	38,408	

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY	
1	59,925	*
2	[illegible]	*
3	57,054	*
4	[illegible]	*
5	[illegible]	*
6	[illegible]	
7	[illegible]	*
8	[illegible]	
9	[illegible]	*
10	48,500	*
11	47,500	*
12	46,400	*
13	46,000	*
14	46,000	*
15	[illegible]	
16	45,600	*
17	[illegible]	*
18	[illegible]	*
19	45,204	*
20	[illegible]	*
21	[illegible]	*
22	44,300	*
23	44,200	*
24	44,200	*
25	44,100	
26	44,000	*
27	43,912	
28	[illegible]	*
29	43,728	
30	43,624	*
31	(43,000)	
32	[illegible]	*
33	42,794	*
34	42,397	*
35	42,000	*
36	42,000	*
37	[illegible]	*
38	42,000	*
39	[illegible]	*
40	41,545	
41	[illegible]	*
42	40,550	*
43	40,440	*
44	40,350	*
45	40,300	*
46	40,000	*
47	39,632	*
48	39,617	*
49	[illegible]	*
50	39,400	
51	39,000	*
52	[illegible]	*
53	38,450	
54	[illegible]	*
55	[illegible]	*
56	37,900	
57	[illegible]	*
58	[illegible]	
59	37,800	*
60	37,740	
61	37,740	*
62	37,600	
63	37,500	
64	37,318	
65	37,110	
66	[illegible]	*
67	36,592	
68	36,450	
69	[illegible]	*
70	[illegible]	*
71	[illegible]	*
72	[illegible]	*
73	([illegible]	
74	[illegible]	
75	[illegible]	*
76	[illegible]	*
77	[illegible]	
78	[illegible]	*
79	35,000	
80	35,000	
81	35,000	
82	[illegible]	*
83	34,600	
84	[illegible]	*
85	34,000	*
86	34,000	*
87	([illegible]	*
88	33,800	*
89	33,664	
90	[illegible]	*
91	33,460	*
92	[illegible]	*
93	32,700	*
94	32,700	
95	32,700	*
96	[illegible]	
97	32,400	
98	[illegible]	*
99	32,000	
100	32,000	*
101	[illegible]	*
102	[illegible]	
103	31,400	
104	30,423	
105	[illegible]	
106	30,000	
107	29,830	
108	[illegible]	*
109	29,720	
110	[illegible]	*
111	29,600	*
112	29,550	
113	29,000	
114	[illegible]	
115	[illegible]	
116	28,620	
117	28,500	*
118	[illegible]	*
119	[illegible]	*
120	[illegible]	
121	[illegible]	
122	[illegible]	*
123	25,000	
124	24,000	
125	[illegible]	
126	[illegible]	
127	[illegible]	*
AVERAGE	37,663	

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	49,000 *
2	6[illegible],000 *
3	67,400 *
4	67,350
5	(66,000)*
6	65,300 *
7	6[illegible],128 *
8	65,121 *
9	64,000 *
10	63,600
11	62,263 *
12	62,100 *
13	61,800 *
14	61,005 *
15	60,500 *
16	60,465
17	60,173 *
18	59,800 *
19	59,600 *
20	59,459 *
21	59,300 *
22	58,005 *
23	58,000 *
24	57,918 *
25	57,881 *
26	57,600 *
27	57,394
28	57,250 *
29	57,000 *
30	57,000 *
31	56,225 *
32	56,192 *
33	56,160
34	55,900
35	55,800 *
36	55,650 *
37	55,600
38	55,500 *
39	55,472 *
40	54,888 *
41	54,865
42	54,850
43	54,413 *
44	54,330 *
45	(54,144)
46	54,100
47	54,000 *
48	54,000 *
49	53,928 *
50	53,800 *
51	53,500
52	53,500 *
53	53,364 *
54	53,000 *
55	52,500 *
56	52,500 *
57	52,220 *
58	52,000
59	52,000
60	52,000 *
61	52,000
62	51,375 *
63	51,000
64	51,000
65	51,000 *
66	50,400
67	50,000 *
68	49,776 *
69	49,200
70	49,015
71	48,936
72	48,525
73	48,334
74	48,200
75	48,000
76	48,000 *
77	48,000
78	47,726
79	47,400
80	47,213
81	47,000
82	7,000
83	~7,000 *
84	45,315 *
85	45,143 *
86	45,000 *
87	45,000
88	44,910
89	(44,900)*
90	44,460
91	44,185 *
92	42,816
93	42,700 *
94	39,994
AVERAGE	54,067

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	70,678 *
2	56,492 *
3	55,800 *
4	53,630 *
5	53,536
6	51,150 *
7	50,871 *
8	50,500 *
9	50,500 *
10	50,500 *
11	49,200 *
12	49,000
13	49,000 *
14	48,775
15	48,072
16	48,000
17	47,687 *
18	47,250 *
19	46,680 *
20	46,470
21	46,235
22	46,160
23	45,713 *
24	45,662 *
25	(44,900)*
26	44,730 *
27	44,580 *
28	44,475
29	44,273
30	43,222
31	43,100 *
32	42,900 *
33	42,100 *
34	42,038 *
35	42,000 *
36	42,000
37	41,744
38	41,000
39	40,939
40	40,911
41	40,800 *
42	40,485
43	40,000 *
44	40,000 *
45	40,000 *
46	39,850 *
47	39,800 *
48	39,275 *
49	39,300 *
50	39,000
51	39,000 *
52	38,750 *
53	38,698 *
54	38,671 *
55	38,624 *
56	38,500 *
57	38,434 *
58	38,184 *
59	38,099 *
60	38,000 *
61	38,000
62	37,913
63	37,085 *
64	37,000 *
65	37,000
66	36,958
67	36,888 *
68	36,748 *
69	35,894 *
70	35,773 *
71	35,690
72	35,500 *
73	35,300
74	35,223
75	35,000 *
76	34,787
77	34,650
78	34,428
79	34,400 *
80	33,800
81	33,500 *
82	32,736 *
83	32,710 *
84	32,266
85	30,000 *
86	30,000 *
87	29,844 *
88	29,086 *
89	28,776 *
90	28,491
91	26,886
AVERAGE	40,977

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	54,351 *
2	52,300 *
3	51,700 *
4	48,912
5	46,533 *
6	40,390 *
7	38,300
8	37,858 *
9	37,637 *
10	36,526 *
11	35,400 *
12	34,800
13	34,485
14	33,933
15	33,820
16	33,636 *
17	33,310 *
18	33,020 *
19	32,510 *
20	31,150 *
21	31,100 *
22	30,780 *
23	30,500 *
24	29,768 *
25	28,414 *
26	28,029 *
27	27,000
28	26,316
29	25,570 *
30	24,660 *
31	24,485
32	24,113
33	24,000 *
34	23,995 *
35	23,721 *
36	23,678 *
37	23,600 *
38	23,203 *
39	22,400
40	19,625 *
41	19,400
42	18,713 *
43	17,999 *
AVERAGE	31,433

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(51,714)*
2	50,611 *
3	(51,540)*
4	50,172 *
5	50,000 *
6	49,700 *
7	49,000 *
8	48,915 *
9	(48,760)*
10	48,168
11	(47,500)*
12	46,607 *
13	45,504
14	(45,492)*
15	(45,000)*
16	44,000 *
17	44,000
18	(43,452)*
19	42,875
20	42,424 *
21	42,408
22	41,754 *
23	41,500 *
24	41,419 *
25	41,142
26	41,000
27	40,930
28	(40,695)*
29	40,667 *
30	40,620 *
31	40,400 *
32	40,065 *
33	(39,943)*
34	39,930
35	39,784 *
36	39,700 *
37	39,690 *
38	39,100 *
39	39,070
40	39,000 *
41	38,927 *
42	38,900 *
43	38,831 *
44	38,800 *
45	(38,700)*
46	38,673
47	38,434
48	38,400 *
49	38,370 *
50	38,364
51	38,000 *
52	37,900 *
53	37,876
54	37,440 *
55	(37,332)*
56	37,300
57	37,092 *
58	36,850 *
59	36,425 *
60	36,156 *
61	36,029 *
62	(36,000)
63	36,000
64	35,530
65	35,500 *
66	35,316 *
67	35,268 *
68	35,100
69	35,051 *
70	35,000 *
71	35,000
72	35,000
73	35,000 *
74	35,000
75	34,860
76	34,845
77	34,742
78	34,734 *
79	34,340 *
80	34,320 *
81	34,268 *
82	34,026 *
83	34,021 *
84	34,000 *
85	34,000
86	33,960 *
87	33,791
88	33,700 *
89	33,500
90	33,500 *
91	33,500
92	33,486 *
93	33,300 *
94	32,760 *
95	32,500 *
96	32,425
97	31,900
98	31,821 *
99	31,700 *
100	31,620 *
101	31,500
102	31,500 *
103	31,000
104	30,400 *
105	29,745
106	29,730 *
107	29,700 *
108	29,610 *
109	29,524
110	29,369
111	29,752
112	(29,600)
113	29,600 *
114	29,380
115	28,272
116	28,000
117	27,768 *
118	27,338
119	27,300 *
120	26,500
121	26,311 *
122	24,563
123	23,190 *
124	21,956
125	21,710
126	21,500
127	21,300
AVERAGE	36,531

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	50,419 *
2	(45,000) *
3	43,800 *
4	41,500 *
5	41,139 *
6	40,800
7	39,864 *
8	39,676 *
9	39,672 *
10	39,650 *
11	39,240 *
12	39,053 *
13	38,840
14	38,500 *
15	38,400 *
16	38,316
17	38,000 *
18	37,968 *
19	37,740 *
20	37,523
21	37,500 *
22	37,440 *
23	37,200 *
24	37,060 *
25	36,936 *
26	36,934 *
27	36,900 *
28	36,855 *
29	36,720 *
30	36,213 *
31	36,108
32	(36,000)
33	35,772 *
34	35,450 *
35	35,530
36	35,484 *
37	35,454 *
38	35,430
39	35,256
40	35,200
41	35,196 *
42	35,163 *
43	35,060 *
44	35,000 *
45	34,896 *
46	34,827 *
47	34,700 *
48	34,100 *
49	34,000 *
50	34,000 *
51	34,000
52	33,983 *
53	33,960 *
54	33,800
55	33,796 *
56	33,588 *
57	33,520 *
58	33,371
59	33,245
60	33,050 *
61	33,000
62	33,000 *
63	32,952 *
64	32,808 *
65	32,800 *
66	32,400 *
67	32,340 *
68	32,098 *
69	32,000
70	32,000 *
71	31,906
72	31,644 *
73	31,626
74	31,518 *
75	31,475 *
76	31,363 *
77	31,300
78	31,240 *
79	31,200
80	31,091 *
81	31,000 *
82	30,391 *
83	30,157
84	30,096
85	30,000
86	29,969
87	29,946
88	29,848 *
89	29,708
90	29,620
91	29,600 *
92	29,307
93	29,091
94	29,023
95	29,000 *
96	28,950
97	28,864
98	28,801 *
99	28,650
100	28,550 *
101	28,500 *
102	28,285 *
103	28,243
104	27,940 *
105	27,901
106	27,873
107	27,600
108	27,596 *
109	27,530
110	27,384 *
111	26,535 *
112	26,490
113	26,400 *
114	26,230 *
115	26,222 *
116	24,200
117	26,000 *
118	25,280
119	25,106
120	25,100
121	25,038
122	24,912
123	24,826 *
124	24,780
125	24,720
126	23,900 *
127	23,820
128	23,226 *
129	23,100 *
130	23,000 *
131	21,756
132	20,545
AVERAGE	32,321

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY	
1	(61,714)	*
2	52,640	*
3	(51,560)	*
4	51,445	*
5	51,000	*
6	49,100	*
7	(48,760)	*
8	48,400	*
9	48,168	
10	48,012	*
11	48,000	*
12	47,952	
13	(47,500)	*
14	(45,492)	*
15	45,000	*
16	45,000	*
17	(43,452)	*
18	43,000	
19	42,750	*
20	42,718	*
21	42,510	*
22	42,500	*
23	42,100	*
24	42,018	
25	42,000	*
26	42,000	*
27	42,000	*
28	41,370	*
29	40,830	*
30	40,793	*
31	(40,695)	*
32	40,637	*
33	40,400	
34	40,392	
35	40,100	*
36	(39,943)	*
37	39,407	*
38	38,950	*
39	38,900	
40	(38,700)	*
41	38,700	
42	38,588	
43	38,400	*
44	38,300	*
45	37,900	*
46	37,899	
47	37,744	*
48	37,740	*
49	37,500	*
50	37,500	*
51	37,405	*
52	37,400	*
53	(37,332)	*
54	36,480	*
55	36,091	
56	35,900	*
57	35,647	*
58	35,428	
59	35,268	*
60	35,250	*
61	35,185	*
62	35,000	
63	34,815	*
64	34,800	
65	34,766	*
66	34,650	*
67	34,500	
68	34,370	*
69	34,033	
70	34,000	
71	33,955	
72	33,840	*
73	33,530	*
74	33,500	*
75	33,500	*
76	33,252	
77	33,200	
78	33,000	
79	32,849	
80	32,500	*
81	32,484	
82	32,194	
83	32,148	
84	32,130	*
85	31,900	
86	31,871	*
87	31,820	*
88	31,750	*
89	31,700	*
90	31,500	*
91	31,320	*
92	31,008	
93	31,000	
94	30,965	*
95	30,890	
96	30,341	
97	30,217	
98	30,058	
99	30,000	*
100	30,000	*
101	30,000	
102	30,000	
103	29,543	*
104	29,508	
105	29,376	*
106	29,000	
107	28,830	*
108	28,829	
109	28,728	*
110	(28,600)	
111	27,300	*
112	27,000	
113	26,233	
114	26,200	*
115	25,800	
116	24,000	*
117	23,350	
118	22,500	*
119	21,288	
AVERAGE	36,478	

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY	
1	53,600	*
2	50,300	*
3	49,272	*
4	48,500	*
5	47,406	*
6	47,300	
7	46,000	*
8	44,600	*
9	44,526	
10	44,400	*
11	44,000	*
12	43,550	*
13	43,444	*
14	42,900	*
15	42,043	*
16	41,691	*
17	41,476	*
18	41,290	*
19	40,793	*
20	(40,736)	*
21	40,444	*
22	40,235	*
23	40,000	*
24	39,424	*
25	(39,500)	*
26	38,984	*
27	38,915	*
28	38,500	*
29	38,213	*
30	38,016	*
31	38,000	
32	38,000	*
33	38,000	*
34	38,000	
35	37,620	*
36	37,416	*
37	37,232	*
38	37,100	*
39	37,100	*
40	36,666	
41	36,450	
42	36,419	*
43	36,228	*
44	36,156	
45	35,969	*
46	35,842	*
47	35,695	*
48	35,300	*
49	35,110	*
50	34,817	*
51	34,800	*
52	34,700	*
53	34,490	*
54	34,610	*
55	34,462	*
56	34,400	*
57	34,313	
58	34,055	*
59	34,041	*
60	34,008	*
61	34,000	*
62	33,790	
63	33,638	
64	33,600	*
65	33,516	*
66	33,500	

RANK	SALARY	
67	33,440	
68	33,300	*
69	33,161	*
70	33,112	*
71	31,644	*
72	31,644	
73	31,600	
74	31,515	
75	31,486	*
76	31,100	*
77	31,000	*
78	30,981	
79	30,971	*
80	30,634	
81	30,290	*
82	30,115	
83	30,000	*
84	29,927	
85	29,900	*
86	29,618	
87	29,383	
88	29,295	
89	29,100	*
90	28,000	
91	27,822	
92	27,150	
93	27,100	*
94	27,000	*
95	27,000	
96	26,877	
97	26,834	
98	26,747	
99	26,700	
100	26,596	
101	26,447	*
102	26,225	*
103	26,112	
104	25,971	*
105	25,600	
106	25,000	
107	24,837	*
108	23,000	
109	23,000	*
110	22,730	
111	22,400	*
112	22,256	*
113	21,616	*
114	21,252	*
115	20,260	
116	19,008	
117	18,427	*
118	17,570	
119	16,376	
AVERAGE	33,689	

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY	
1	83,210	*
2	77,064	*
3	76,408	*
4	75,499	*
5	73,000	*
6	72,153	*
7	72,100	*
8	69,830	*
9	68,000	*
10	68,000	*
11	67,555	
12	66,950	*
13	65,700	*
14	65,500	*
15	64,740	
16	64,330	*
17	64,150	*
18	63,945	*
19	63,722	*
20	63,344	*
21	61,554	*
22	60,660	*
23	60,530	*
24	60,500	*
25	60,156	*
26	60,000	
27	59,800	*
28	59,337	*
29	58,764	*
30	58,555	
31	58,236	*
32	57,900	*
33	57,590	*
34	57,500	*
35	57,400	*
36	57,100	*
37	56,742	*
38	56,406	*
39	56,162	*
40	55,917	
41	55,500	
42	55,388	*
43	55,317	*
44	55,299	
45	55,210	*
46	54,816	*
47	54,800	*
48	54,000	*
49	53,920	
50	53,808	*
51	53,010	
52	53,000	*
53	53,000	*
54	52,008	*
55	51,920	*
56	51,912	
57	51,876	*
58	51,616	
59	51,392	*
60	51,314	*
61	51,223	*
62	51,135	
63	50,788	*
64	50,615	
65	50,000	*
66	49,796	
67	49,600	*
68	49,500	
69	49,175	
70	48,828	
71	48,742	*
72	48,544	*
73	48,539	*
74	48,530	*
75	48,234	*
76	48,042	*
77	47,805	
78	47,690	*
79	47,500	*
80	46,450	
81	46,216	*
82	45,588	*
83	44,940	*
84	44,884	
85	43,500	
86	43,020	*
87	43,000	*
88	42,500	*
89	40,500	*
90	40,000	*
91	38,000	*
92	37,836	
93	36,804	
94	35,040	*
95	34,450	
96	34,000	*
97	33,200	*
98	30,402	
99	25,068	
100	23,654	
101	23,556	*
102	23,103	
103	22,272	
104	21,961	
105	21,792	
106	20,700	
107	19,393	*
108	18,394	
109	16,822	*
AVERAGE	50,997	

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(83,845)
2	79,800 *
3	73,700 *
4	(73,700)*
5	73,419 *
6	70,150 *
7	70,015 *
8	69,048 *
9	67,000 *
10	65,000
11	(64,100)*
12	62,400 *
13	(59,900)*
14	56,000
15	56,000 *
16	54,621 *
17	53,508
18	45,454
19	(43,991)
20	39,200 *
AVERAGE	63,036

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(70,100)*
2	70,000 *
3	69,100
4	(68,500)*
5	67,400 *
6	67,000 *
7	(66,000)*
8	66,000 *
9	65,154 *
10	65,000 *
11	(64,100)*
12	63,449 *
13	62,640 *
14	62,600 *
15	61,734 *
16	61,500 *
17	60,702 *
18	59,785
19	(59,569)*
20	58,800 *
21	58,700 *
22	58,540 *
23	58,315
24	58,000 *
25	57,950 *
26	57,200 *
27	56,800
28	56,278
29	56,225
30	55,500 *
31	54,500
32	54,250 *
33	(54,144)
34	53,988
35	53,941
36	52,724
37	51,975 *
38	49,135 *
39	48,936
40	48,000
41	47,000
42	46,521
43	45,216 *
44	(43,951)
45	42,000
AVERAGE	57,979

ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRESIDENT FOR PLANNING AND BUDGETING

RANK	SALARY
1	(68,500)*
2	66,880 *
3	65,500 *
4	(63,000)*
5	62,500
6	57,000 *
7	55,400 *
8	55,190
9	53,500 *
10	52,000 *
11	52,000
12	51,900 *
13	50,760 *
14	50,350 *
15	49,000 *
16	48,552 *
17	48,356 *
18	(48,072)
19	46,800 *
20	40,848 *
21	39,500 *
22	36,624
23	35,500 *
AVERAGE	52,075

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL

RANK	SALARY
1	71,000 *
2	70,100 *
3	66,000 *
4	63,000 *
5	60,000 *
6	59,982 *
7	59,000 *
8	57,700 *
9	56,900
10	54,750 *
11	55,800
12	54,000 *
13	50,946
14	50,520 *
15	50,500 *
16	50,400 *
17	50,127 *
18	48,233 *
19	47,686
20	47,095
21	46,600 *
22	46,122 *
23	45,478
24	45,000 *
25	45,000 *
26	44,625 *
27	44,500 *
28	44,004 *
29	43,700 *
30	43,400 *
31	43,000
32	42,800 *
33	41,990 *
34	40,861 *
35	40,200
36	40,191 *
37	39,000
38	38,400 *
39	38,325 *
40	37,500
41	37,445 *
42	37,200 *
43	36,600 *
44	36,400 *
45	36,261
46	35,775
47	35,600 *
48	34,217
49	34,000 *
50	30,000
51	30,000
52	28,168
53	26,550 *
54	22,670 *
AVERAGE	45,134

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY	
1	65,004	*
2	57,172	*
3	56,472	*
4	54,865	
5	54,618	*
6	54,600	*
7	54,200	*
8	53,900	*
9	53,000	*
10	52,000	*
11	51,752	
12	51,200	*
13	51,140	
14	51,000	*
15	50,715	*
16	49,502	*
17	49,200	*
18	49,100	*
19	49,100	*
20	48,731	*
21	48,725	*
22	48,642	
23	48,200	
24	48,000	
25	48,000	
26	47,423	
27	47,000	
28	46,100	*
29	46,048	*
30	46,020	*
31	46,000	*
32	44,500	
33	44,448	
34	44,100	*
35	43,950	*
36	43,650	*
37	43,650	*
38	43,480	*
39	43,235	
40	(43,154)	
41	43,000	*
42	42,120	
43	41,580	*
44	40,763	
45	40,700	*
46	40,451	*
47	40,107	*
48	40,000	
49	40,000	*
50	39,800	*
51	39,600	*
52	39,542	
53	39,298	*
54	38,900	*
55	38,000	*
56	37,356	
57	36,985	*
58	36,851	*
59	36,400	*
60	36,000	
61	35,640	
62	35,188	*
63	34,300	*
64	34,241	
65	34,000	*
66	33,600	*
67	33,500	
68	33,193	
69	33,048	
70	33,000	*
71	32,400	
72	30,800	*
73	30,000	*
74	30,000	*
75	30,000	*
76	29,702	*
77	29,295	*
78	29,000	*
79	28,824	*
80	28,000	*
81	27,987	
82	26,000	
83	24,885	
84	23,771	
85	(23,043)	*
86	22,975	*
87	20,045	
88	19,250	
AVERAGE	40,731	

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY	
1	58,700	*
2	55,136	*
3	54,400	*
4	53,030	*
5	(51,932)	*
6	(51,000)	*
7	50,497	*
8	50,120	*
9	49,596	*
10	48,875	*
11	48,532	*
12	48,500	*
13	(48,072)	
14	48,000	*
15	47,400	*
16	47,300	*
17	47,300	*
18	(46,000)	*
19	45,000	*
20	44,500	
21	44,400	*
22	43,393	
23	42,750	
24	42,600	*
25	42,500	
26	42,120	
27	41,761	*
28	41,550	*
29	41,387	
30	41,306	
31	41,000	*
32	40,000	
33	39,900	*
34	39,074	*
35	38,810	*
36	38,500	*
37	38,000	*
38	37,908	*
39	37,440	
40	37,200	*
41	36,610	
42	36,156	*
43	36,000	
44	35,977	*
45	35,845	
46	34,485	*
47	(34,386)	*
48	34,356	
49	33,193	
50	32,698	*
51	32,100	*
52	32,040	*
53	32,000	*
54	31,690	
55	31,540	
56	31,185	
57	31,137	
58	30,790	
59	30,250	
60	30,056	
61	29,920	*
62	29,928	
63	28,405	*
64	29,549	*
65	24,840	
AVERAGE	40,087	

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY	
1	49,118	*
2	47,780	*
3	47,400	*
4	47,084	*
5	45,000	*
6	43,900	
7	43,699	*
8	43,300	*
9	42,500	*
10	42,400	*
11	41,932	*
12	41,800	
13	41,624	*
14	(41,000)	*
15	41,000	
16	40,000	*
17	40,000	*
18	49,459	*
19	49,200	*
20	49,191	*
21	48,532	*
22	48,144	*
23	47,900	*
24	47,500	*
25	47,050	*
26	46,750	*
27	46,523	*
28	44,440	
29	(46,000)	*
30	46,000	*
31	45,500	
32	45,000	
33	45,000	*
34	44,726	*
35	44,720	*
36	44,600	
37	44,400	*
38	44,250	
39	44,000	
40	43,890	*
41	43,665	*
42	43,500	*
43	43,331	*
44	43,300	*
45	43,200	*
46	43,000	*
47	42,756	*
48	42,704	*
49	42,380	*
50	42,336	
51	42,150	
52	42,000	*
53	42,000	*
54	41,992	*
55	41,800	
56	41,790	
57	41,760	
58	41,748	*
59	41,700	*
60	41,680	
61	41,500	
62	41,500	
63	41,208	*
64	41,197	
65	41,160	*

RANK	SALARY	
66	41,100	
67	41,023	*
68	41,000	
69	40,908	*
70	40,800	*
71	40,752	*
72	40,550	*
73	40,500	*
74	40,500	*
75	40,300	*
76	40,000	*
77	40,000	*
78	40,000	
79	40,000	*
80	40,000	
81	39,840	*
82	39,700	
83	39,689	*
84	39,647	*
85	39,672	*
86	39,200	
87	39,000	*
88	38,450	*
89	38,392	*
90	38,208	*
91	38,160	
92	38,155	*
93	38,150	
94	38,000	
95	38,000	
96	37,800	
97	37,417	*
98	37,138	*
99	37,100	*
100	37,032	
101	37,000	
102	36,727	
103	36,648	*
104	36,648	
105	36,450	*
106	36,300	*
107	35,865	*
108	35,825	
109	35,217	
110	35,063	
111	34,880	*
112	34,190	*
113	34,000	
114	33,800	*
115	33,700	*
116	33,506	*
117	33,264	
118	32,455	
119	31,961	
120	31,683	
121	31,574	
122	31,567	
123	31,447	
124	30,390	
125	28,518	
126	27,528	
127	27,492	
128	24,391	
AVERAGE	41,750	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY	
1	$51,000	*
2	50,419	*
3	46,000	*
4	45,445	*
5	44,052	*
6	43,400	*
7	42,900	*
8	42,504	*
9	42,325	*
10	41,500	*
11	41,200	*
12	41,000	*
13	40,800	*
14	40,275	*
15	40,004	*
16	39,340	*
17	39,264	
18	39,120	*
19	39,000	
20	37,800	*
21	37,600	*
22	37,130	*
23	36,957	*
24	36,440	
25	35,954	*
26	35,809	
27	35,674	*
28	35,200	*
29	35,070	
30	35,000	*
31	35,000	*
32	34,500	
33	34,475	
34	34,370	
35	34,222	*
36	34,000	*
37	33,992	
38	33,912	*
39	33,888	
40	33,800	*
41	33,600	*
42	33,600	*
43	33,500	*
44	33,444	*
45	33,228	*
46	33,000	*
47	32,675	*
48	32,610	
49	32,244	*
50	32,196	*
51	32,000	
52	31,878	
53	31,690	*
54	31,682	*
55	31,500	*
56	31,147	
57	30,900	*
58	30,504	*
59	30,440	
60	30,136	
61	29,973	*
62	29,880	*
63	29,100	
64	29,040	*
65	29,024	*
66	28,971	*
67	28,868	
68	28,625	*
69	28,566	
70	28,452	*
71	28,052	
72	28,012	
73	28,000	
74	27,932	
75	27,840	*
76	27,694	
77	27,500	
78	27,190	*
79	26,750	*
80	26,478	*
81	26,028	
82	26,016	*
83	26,000	
84	25,920	*
85	25,750	
86	25,720	*
87	25,604	*
88	25,145	
89	25,000	
90	23,761	
91	23,500	*
92	23,276	
93	22,900	*
94	22,760	
95	22,452	
96	20,556	*
97	20,400	
98	19,990	*
99	19,824	
AVERAGE	32,413	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(73,700)*
2	(70,800)*
3	(69,000)*
4	(64,500)*
5	61,850
6	61,000 *
7	59,785
8	59,600 *
9	55,409 *
10	54,500 *
11	54,262 *
12	(53,004)*
13	51,200
14	49,316 *
15	49,056 *
16	48,684 *
17	(48,000)
18	47,870 *
19	47,540 *
20	47,213
21	(45,024)*
AVERAGE	55,777

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	54,240 *
2	50,000 *
3	48,000 *
4	47,828 *
5	47,528 *
6	47,250 *
7	47,135 *
8	47,004 *
9	46,344
10	44,780 *
11	44,000 *
12	44,000 *
13	43,890 *
14	43,393
15	43,000
16	42,561 *
17	42,332 *
18	42,000
19	41,985 *
20	41,600 *
21	41,086 *
22	40,500
23	40,400 *
24	40,101 *
25	40,073 *
26	39,200 *
27	38,832
28	38,800 *
29	38,569
30	38,500 *
31	38,275 *
32	37,974 *
33	37,745 *
34	37,680 *
35	37,354 *
36	37,013 *
37	37,000 *
38	36,919
39	36,750
40	36,706 *
41	36,488
42	36,125
43	36,000
44	35,800 *
45	35,640
46	35,400 *
47	35,202 *
48	35,000 *
49	34,934 *
50	34,544
51	34,050 *
52	33,907
53	33,600
54	33,530 *
55	33,384
56	32,761
57	32,750
58	32,458
59	32,455 *
60	32,440
61	32,000 *
62	31,668 *
63	31,520 *
64	31,500
65	31,256 *
66	31,000 *
67	30,708 *
68	30,193
69	30,087 *
70	30,000
71	30,000
72	29,100 *
73	28,600 *
74	28,575 *
75	28,500
76	28,325 *
77	27,400
78	26,866
79	26,626
80	26,200 *
81	26,124 *
82	26,004
83	26,000 *
84	25,671 *
85	24,391
86	24,000
87	22,580
88	21,680
89	21,000
90	20,710
91	16,408
AVERAGE	35,295

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	(70,800)*
2	70,596 *
3	(66,000)*
4	62,218 *
5	60,242 *
6	60,000 *
7	60,000 *
8	60,000 *
9	59,629
10	58,600 *
11	(57,716)*
12	57,492 *
13	57,276 *
14	55,600
15	54,865
16	54,450 *
17	54,023 *
18	53,700 *
19	53,131 *
20	52,500 *
21	50,900
22	50,270 *
23	50,216
24	49,000
25	49,000
26	(47,500)*
AVERAGE	56,759

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	64,636 *
2	(57,716)*
3	56,348
4	50,900
5	48,720 *
6	48,000
7	47,300 *
8	45,000 *
9	44,100 *
10	43,834 *
11	43,686 *
12	43,200 *
13	43,000
14	41,600
15	41,000 *
16	40,750
17	40,000 *
18	39,813 *
19	39,500 *
20	39,280 *
21	39,000 *
22	38,760
23	38,000 *
24	37,589 *
25	36,850 *
26	35,700
27	(34,964)*
28	34,858 *
29	34,715
30	34,653
31	34,441
32	34,120
33	34,000
34	33,850
35	30,760 *
36	29,023
37	22,800 *
38	22,193 *
AVERAGE	40,070

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	72,830 *
2	(70,800)*
3	69,030 *
4	(69,000)*
5	(66,000)*
6	(64,500)*
7	64,000
8	64,000 *
9	63,046 *
10	61,000 *
11	58,290
12	58,000
13	58,000 *
14	57,073 *
15	53,988
16	(53,004)*
17	52,244 *
18	52,224 *
19	(52,000)
20	52,000
21	52,000
22	50,800 *
23	48,400 *
24	(48,000)
25	(47,500)*
26	45,500 *
27	(45,024)*
28	43,600 *
29	43,500
30	43,000
31	34,600 *
AVERAGE	55,321

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	63,825 *
2	54,050 *
3	52,773 *
4	52,764 *
5	52,250 *
6	51,550 *
7	50,860 *
8	50,002
9	50,000 *
10	48,000 *
11	(48,000)*
12	47,300 *
13	46,030
14	45,980 *
15	45,972 *
16	45,560 *
17	45,400 *
18	45,150
19	45,017 *
20	45,000 *
21	44,625 *
22	44,000 *
23	(44,000)*
24	44,000
25	43,426 *
26	43,225
27	43,200 *
28	42,887 *
29	42,793 *
30	42,000
31	(41,781)*
32	41,000 *
33	40,820
34	40,474 *
35	(40,194)
36	39,624 *
37	39,388 *
38	39,250
39	39,234 *
40	38,483
41	38,400 *
42	38,380
43	38,153 *
44	(38,136)
45	38,000 *
46	38,000 *
47	37,990 *
48	37,900 *
49	37,800
50	37,013
51	36,705 *
52	36,523
53	36,500
54	36,200 *
55	35,653 *
56	34,500 *
57	(33,420)
58	33,000
59	31,350
60	31,150 *
61	31,000 *
62	30,985 *
63	30,692
64	30,217
65	29,853 *
66	28,000 *
67	27,489
68	26,933 *
69	24,600
70	23,371 *
71	24,995 *
72	23,900
AVERAGE	40,010

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY	
1	(63,000)	*
2	56,000	*
3	51,350	*
4	48,000	*
5	(48,000)	*
6	47,066	*
7	45,900	*
8	45,594	*
9	45,500	*
10	45,456	*
11	45,000	*
12	44,000	*
13	44,000	*
14	(44,000)	*
15	43,551	*
16	42,120	
17	42,000	*
18	(41,781)	*
19	41,350	*
20	40,167	*
21	40,000	*
22	39,701	*
23	39,700	*
24	38,800	
25	38,665	*
26	38,629	*
27	38,600	
28	38,310	*
29	38,242	
30	(38,136)	
31	38,000	*
32	37,500	*
33	37,353	*
34	37,285	
35	37,229	*
36	36,804	*
37	36,709	*
38	36,155	
39	35,896	
40	35,416	*
41	35,000	*
42	(34,964)	*
43	34,750	
44	34,705	
45	34,610	*
46	34,307	
47	33,929	
48	(33,420)	
49	32,895	*
50	32,589	*
51	32,455	*
52	32,300	*
53	32,270	*
54	31,972	*
55	31,944	*
56	31,442	*
57	31,300	
58	31,217	*
59	31,008	
60	30,865	
61	30,580	*
62	30,560	
63	30,000	
64	29,928	*
65	28,975	*
66	28,795	
67	28,426	
68	28,100	*
69	28,000	
70	27,812	
71	27,560	
72	27,444	
73	27,288	
74	27,200	
75	27,172	*
76	27,149	*
77	26,892	*
78	26,857	
79	26,826	*
80	26,758	
81	26,740	
82	26,558	
83	26,088	
84	26,000	*
85	26,000	
86	25,896	
87	25,776	*
88	25,574	
89	25,179	*
90	25,420	*
91	24,200	
92	23,794	
93	23,276	
94	22,919	*
95	21,827	*
96	20,600	*
97	13,354	
AVERAGE	34,120	

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY	
1	(72,000)	*
2	69,600	*
3	69,000	*
4	65,500	*
5	64,447	*
6	61,000	*
7	60,975	*
8	60,100	*
9	60,000	*
10	59,565	*
11	58,114	*
12	(57,120)	*
13	56,500	
14	56,450	*
15	55,380	*
16	55,270	*
17	54,300	*
18	53,800	*
19	53,768	*
20	53,016	*
21	52,848	*
22	49,005	*
23	47,000	*
24	46,110	*
25	41,265	*
26	28,831	*
AVERAGE	56,199	

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY	
1	$82,000	*
2	81,425	*
3	74,171	*
4	73,000	*
5	71,500	*
6	71,000	*
7	70,000	
8	63,975	*
9	63,900	*
10	62,600	*
11	60,000	
12	60,000	*
13	58,800	*
14	57,800	*
15	56,500	*
16	54,243	*
17	55,750	*
18	55,000	
19	52,000	*
20	(52,000)	
21	51,120	*
22	48,072	
23	47,754	
24	47,572	*
25	44,515	
26	42,682	*
AVERAGE	60,053	

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY	
1	73,000	*
2	68,332	*
3	68,147	*
4	68,000	*
5	67,000	*
6	65,000	*
7	63,600	*
8	62,742	*
9	62,000	*
10	61,968	*
11	61,414	*
12	60,000	*
13	59,400	*
14	53,500	*
AVERAGE	63,869	

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY	
1	69,540	*
2	67,150	*
3	60,944	*
4	(57,871)	*
5	57,562	*
6	55,047	*
7	54,432	*
8	53,300	*
9	52,746	*
10	52,605	*
11	52,184	*
12	50,318	*
13	50,000	
14	50,000	*
15	49,764	*
16	49,620	*
17	49,518	*
18	49,500	*
19	48,767	*
20	48,384	*
21	48,000	*
22	47,838	*
23	46,500	
24	46,344	
25	46,200	*
26	46,100	*
27	46,055	
28	45,602	*
29	45,101	
30	45,048	*
31	45,000	*
32	45,000	*
33	44,500	
34	44,000	*
35	(43,301)	*
36	43,193	*
37	42,850	
38	42,506	*
39	41,396	
40	40,800	
41	(40,194)	
42	39,877	*
43	39,500	*
44	39,360	*
45	39,300	*
46	39,281	
47	39,264	*
48	39,251	*
49	38,600	*
50	38,490	*
51	38,000	*
52	37,849	*

RANK	SALARY	
53	37,834	
54	37,331	*
55	37,231	*
56	36,725	*
57	36,286	*
58	36,048	*
59	36,000	*
60	35,000	*
61	35,000	*
62	34,753	*
63	34,713	
64	34,500	
65	33,929	*
66	33,820	
67	33,804	*
68	33,800	*
69	33,095	
70	32,500	*
71	32,400	
72	32,200	
73	32,000	
74	31,649	*
75	31,485	
76	30,470	
77	30,372	
78	30,217	
79	29,690	*
80	28,704	
81	26,790	
82	25,935	*
83	25,500	*
84	24,950	*
85	23,519	
86	22,411	*
87	17,750	
AVERAGE	40,828	

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	66,310 *
2	54,500 *
3	50,644 *
4	50,508
5	48,841 *
6	47,800 *
7	47,700 *
8	45,408 *
9	45,267 *
10	44,000 *
11	44,748
12	44,566
13	44,100 *
14	44,000
15	43,432 *
16	43,367 *
17	43,200
18	42,998 *
19	42,831 *
20	42,750
21	42,272 *
22	41,700
23	41,340 *
24	40,700 *
25	40,700 *
26	40,140 *
27	40,100 *
28	40,000 *
29	39,650 *
30	39,500
31	39,500 *
32	39,500
33	38,570 *
34	38,550
35	38,468
36	38,198 *
37	37,500 *
38	37,456 *
39	36,498 *
40	36,387 *
41	36,275 *
42	36,156
43	36,000
44	35,871 *
45	35,794 *
46	35,484 *
47	35,295 *
48	35,000 *
49	35,000 *
50	34,900 *
51	34,845
52	34,775 *
53	34,386 *
54	34,100
55	34,000
56	34,000 *
57	34,000 *
58	33,750
59	33,604 *
60	33,151 *
61	33,100
62	33,000 *
63	32,500 *
64	32,479 *
65	32,450
66	32,000 *
67	31,807
68	31,171 *
69	31,100 *
70	31,092
71	30,959 *
72	30,923
73	29,820 *
74	29,475 *
75	29,034 *
76	29,000
77	28,500 *
78	28,380 *
79	27,814
80	27,750
81	27,710 *
82	26,052
83	26,000 *
84	25,170
85	25,066
86	24,476
AVERAGE	37,067

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE I (Continued)

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY	
1	85,613	*
2	73,700	*
3	72,757	*
4	72,542	*
5	71,000	*
6	70,596	*
7	69,900	*
8	67,804	*
9	67,500	*
10	67,000	*
11	65,313	*
12	64,200	*
13	64,800	*
14	64,450	*
15	64,068	*
16	63,000	
17	62,880	*
18	62,400	*
19	60,550	*
20	60,500	*
21	59,000	*
22	58,500	*
23	58,490	*
24	58,150	*
25	(57,120)	*
26	56,600	*
27	55,000	*
28	54,961	*
29	54,700	*
30	54,600	*
31	54,594	*
32	54,420	*
33	53,000	*
34	52,513	*
35	52,500	*
36	51,912	
37	51,828	
38	49,630	*
39	49,580	*
40	46,404	*
41	46,000	
42	43,890	*
43	43,587	*
44	43,022	*
45	38,016	
AVERAGE	58,880	

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY	
1	67,000	*
2	64,600	*
3	63,500	*
4	61,296	*
5	59,000	*
6	59,000	*
7	57,400	
8	56,520	*
9	55,779	*
10	55,571	*
11	55,356	*
12	55,000	*
13	54,900	*
14	54,280	*
15	54,107	*
16	53,300	*
17	52,470	*
18	52,000	
19	52,000	*
20	51,520	*
21	51,350	*
22	50,000	
23	49,200	*
24	49,200	*
25	48,954	*
26	48,900	*
27	47,900	*
28	47,300	*
29	46,000	*
30	(45,800)	*
31	45,640	*
32	44,842	*
33	44,516	*
34	42,920	*
35	40,762	*
36	39,885	*
AVERAGE	52,163	

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY	
1	77,800	*
2	76,003	*
3	75,600	*
4	73,601	*
5	71,100	
6	71,000	*
7	71,000	*
8	69,900	*
9	68,000	*
10	68,000	*
11	66,850	*
12	66,600	*
13	65,500	*
14	65,196	*
15	64,746	*
16	64,354	*
17	63,500	*
18	63,500	*
19	63,400	*
20	63,300	*
21	62,400	*
22	61,600	*
23	61,596	*
24	61,296	*
25	60,500	*
26	60,000	
27	59,300	
28	58,838	
29	58,600	*
30	58,000	
31	57,240	*
32	57,225	*
33	(57,000)	*
34	56,869	*
35	56,573	*
36	56,500	*
37	56,150	*
38	56,000	
39	56,000	*
40	56,000	*
41	55,854	*
42	55,600	*
43	55,450	
44	55,044	*
45	54,500	
46	54,350	
47	54,300	*
48	54,300	*
49	54,000	*
50	53,832	
51	53,650	
52	53,380	*
53	53,200	
54	53,171	*
55	53,150	
56	53,096	
57	52,530	*
58	52,465	
59	52,394	
60	52,085	*
61	51,912	
62	51,800	*
63	51,675	
64	51,558	
65	51,400	*
66	51,400	*
67	51,150	
68	51,000	
69	50,880	
70	50,700	
71	50,625	
72	50,526	
73	50,008	*
74	50,000	
75	49,500	*
76	49,400	*
77	48,500	
78	48,400	*
79	48,072	
80	(47,304)	
81	45,911	*
82	45,516	
83	45,000	
84	45,000	
85	44,646	
86	44,500	*
87	44,460	
88	42,548	*
89	42,000	*
90	42,000	
91	41,931	
AVERAGE	56,070	

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TABLE I (Continued)

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY	
1	$86,902	*
2	81,500	
3	74,952	*
4	74,550	*
5	74,299	*
6	72,400	*
7	71,995	*
8	71,054	*
9	70,000	*
10	69,600	*
11	68,700	*
12	68,293	*
13	67,215	*
14	66,000	*
15	66,000	*
16	65,800	*
17	65,400	*
18	65,400	*
19	65,333	
20	65,000	*
21	64,677	
22	64,200	*
23	64,000	*
24	63,804	*
25	63,650	
26	63,600	*
27	63,550	*
28	63,500	*
29	63,100	*
30	62,461	*
31	62,000	*
32	61,800	
33	61,739	*
34	61,734	*
35	61,620	*
36	61,500	
37	61,388	*
38	60,750	*
39	60,200	*
40	60,000	*
41	60,000	*
42	60,000	*
43	59,600	
44	59,500	*
45	58,400	*
46	58,232	*
47	57,950	*
48	57,492	*
49	57,204	*
50	57,100	*
51	56,924	*
52	56,200	*
53	56,115	*
54	56,080	*
55	56,000	*
56	56,000	*
57	55,774	
58	55,650	*
59	55,275	*
60	55,152	
61	55,000	*
62	55,000	*
63	55,000	
64	55,000	*
65	54,942	
66	54,850	
67	54,618	
68	54,600	*
69	54,340	
70	54,100	
71	54,071	*
72	54,060	*
73	54,000	
74	54,000	*
75	53,792	*
76	53,700	*
77	53,700	
78	53,500	
79	53,472	
80	53,431	
81	53,190	
82	53,174	*
83	53,000	*
84	52,400	
85	52,394	
86	52,000	*
87	51,912	
88	51,852	*
89	51,725	
90	51,681	
91	51,558	
92	51,400	*
93	51,279	
94	51,040	*
95	50,818	
96	50,509	*
97	50,500	
98	50,250	
99	50,000	*
100	50,000	
101	49,839	
102	49,500	
103	49,200	
104	48,554	*
105	48,314	
106	48,096	*
107	48,072	
108	48,000	*
109	47,500	
110	46,800	
111	46,632	
112	46,156	
113	46,100	*
114	45,799	
115	45,816	
116	45,000	*
117	44,172	*
118	44,015	
119	43,200	
120	40,911	
121	40,000	
AVERAGE	56,956	

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DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY	
1	62,300	*
2	62,200	*
3	61,600	*
4	60,831	*
5	60,000	*
6	58,680	*
7	54,766	*
8	56,500	*
9	56,200	*
10	56,000	*
11	56,000	*
12	55,570	*
13	55,516	*
14	54,500	*
15	54,436	
16	53,880	*
17	53,050	
18	52,514	*
19	52,394	
20	52,075	*
21	52,000	
22	51,600	*
23	51,500	*
24	51,200	*
25	51,000	*
26	50,750	
27	50,748	*
28	50,564	
29	50,195	*
30	50,090	
31	50,000	
32	49,608	*
33	49,500	*
34	48,950	
35	48,822	*
36	48,734	*
37	48,700	*
38	48,694	*
39	48,528	*
40	48,500	
41	48,450	
42	48,350	*
43	48,300	*
44	48,072	
45	48,000	
46	47,800	*
47	47,262	*
48	46,600	
49	46,180	
50	45,700	*
51	45,516	
52	45,350	*
53	45,228	*
54	45,200	*
55	45,200	
56	45,000	
57	44,929	*
58	44,900	*
59	44,250	
60	44,136	
61	44,000	
62	44,000	*
63	43,866	*
64	43,800	*
65	43,654	
66	42,500	
67	42,130	*
68	41,514	
69	41,490	*
70	41,250	*
71	40,987	
72	40,790	
73	39,802	
74	39,000	
75	38,590	*
76	38,000	*
77	37,803	*
78	37,440	
79	37,239	
80	36,880	*
81	36,720	
82	36,140	*
83	35,868	
84	35,100	
85	35,016	
86	34,567	*
87	34,502	
88	33,936	
89	33,000	*
90	31,720	*
91	31,442	*
92	30,814	
93	19,600	
AVERAGE	46,219	

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY	
1	93,500	*
2	90,000	*
3	87,000	*
4	75,950	*
5	73,780	*
6	72,450	*
7	70,441	*
8	70,000	*
9	67,864	
10	65,100	*
11	64,963	*
12	64,000	*
13	60,000	*
AVERAGE	73,434	

DEANS (DIRECTORS):
EARTH SCIENCES/NATURAL RESOURCES

RANK	SALARY	
1	72,000	*
2	68,000	*
3	66,122	*
4	63,428	*
5	60,900	*
6	58,472	*
7	55,000	
8	53,600	*
9	48,504	*
10	30,100	*
AVERAGE	57,413	

TABLE I (Continued)

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY	
1	74,901	*
2	72,420	
3	71,280	*
4	71,000	*
5	70,074	*
6	67,394	*
7	65,300	*
8	64,000	*
9	63,500	*
10	62,818	*
11	62,700	*
12	62,400	*
13	61,959	
14	61,906	*
15	61,200	*
16	60,620	*
17	60,500	*
18	59,966	
19	59,256	*
20	59,252	*
21	59,000	*
22	59,000	*
23	58,878	*
24	58,400	*
25	58,308	*
26	58,300	*
27	58,212	*
28	58,000	*
29	58,000	*
30	57,750	*
31	57,739	*
32	57,655	
33	57,611	*
34	57,252	*
35	57,000	
36	56,300	*
37	56,019	*
38	56,000	*
39	56,000	*
40	55,679	*
41	55,600	*
42	55,152	*
43	55,150	
44	55,100	*
45	54,800	*
46	54,700	
47	54,500	*
48	54,390	
49	54,221	*
50	54,000	*
51	54,000	*
52	54,000	
53	53,950	*
54	53,758	*
55	53,650	*
56	53,500	
57	53,492	
58	53,350	*
59	53,200	*
60	53,000	*
61	52,640	*
62	52,600	*
63	52,500	
64	52,500	*
65	52,420	*
66	52,394	
67	52,119	
68	52,080	*
69	52,000	
70	51,912	
71	51,895	*
72	51,816	*
73	51,800	
74	51,667	*
75	51,558	
76	51,513	
77	51,224	*
78	50,930	*
79	50,880	*
80	50,331	
81	50,000	*
82	50,000	*
83	50,000	
84	49,820	
85	49,800	*
86	49,700	
87	49,309	
88	49,300	
89	49,220	
90	49,000	*
91	48,650	
92	48,500	
93	48,444	
94	48,400	
95	48,072	
96	48,003	*
97	48,000	
98	47,500	
99	47,040	
100	47,004	*
101	46,967	*
102	46,116	
103	46,000	*
104	45,900	*
105	45,799	
106	45,516	
107	44,738	
108	44,646	
109	44,060	
110	42,996	*
111	42,824	
112	42,512	
113	42,007	*
114	42,000	
115	40,911	
116	39,790	*
117	37,733	
118	37,500	*
119	36,930	*
AVERAGE	53,400	

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DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY	
1	85,000	*
2	85,000	*
3	79,477	*
4	78,672	*
5	77,000	*
6	75,000	*
7	73,000	*
8	73,000	*
9	72,000	*
10	70,525	
11	70,500	
12	70,020	*
13	70,000	*
14	70,000	*
15	69,900	*
16	68,304	*
17	68,000	
18	68,000	*
19	67,500	*
20	67,000	*
21	67,000	
22	66,600	*
23	66,500	*
24	66,200	*
25	66,040	*
26	66,000	
27	65,000	*
28	64,785	*
29	64,735	
30	64,300	*
31	64,175	*
32	64,000	*
33	63,900	*
34	63,816	*
35	63,800	*
36	63,100	*
37	63,000	
38	62,000	*
39	62,000	*
40	61,734	*
41	61,000	*
42	60,974	*
43	60,610	*
44	60,200	*
45	60,000	*
46	60,000	
47	60,000	*
48	59,931	*
49	59,750	*
50	59,100	*
51	58,936	*
52	58,160	*
53	58,000	*
54	57,500	*
55	57,500	*
56	57,000	*
57	57,000	*
58	56,800	
59	56,304	
60	56,080	*
61	56,000	*
62	55,824	
63	55,700	*
64	55,644	*
65	55,100	
66	55,008	
67	55,000	*
68	54,348	
69	54,319	*
70	54,265	*
71	54,000	
72	53,540	*
73	53,000	*
74	52,850	
75	52,800	*
76	52,707	*
77	52,700	*
78	52,012	*
79	51,888	
80	51,700	*
81	(51,652)	
82	51,332	*
83	50,500	
84	48,072	
85	46,998	
86	45,008	*
87	44,905	*
88	44,626	
89	43,117	
90	42,000	
91	41,664	
92	38,381	*
93	37,852	*
AVERAGE	60,064	

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY	
1	(70,656)	*
2	68,000	*
3	61,634	*
4	59,088	*
5	58,000	
6	57,998	*
7	55,044	*
8	54,979	
9	54,600	
10	54,241	*
11	54,050	*
12	54,000	*
13	53,500	*
14	53,200	
15	53,000	*
16	52,658	
17	52,200	*
18	52,032	
19	(52,000)	
20	52,000	
21	50,600	*
22	50,000	
23	48,500	
24	48,400	*
25	48,072	
26	48,056	*
27	47,420	
28	46,488	
29	(45,800)	*
30	45,516	
31	45,500	
32	45,245	*
33	45,055	*
34	43,977	
35	43,120	*
36	42,500	*
37	40,000	*
38	35,876	
AVERAGE	51,124	

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY	
1	63,900	*
2	62,900	*
3	62,400	*
4	58,400	*
5	58,300	*
6	58,127	*
7	57,616	*
8	52,658	
9	51,499	*
10	49,748	*
11	49,506	*
12	47,870	*
13	47,744	*
14	45,000	
15	44,085	
AVERAGE	54,044	

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DEANS (DIRECTORS):
GRADUATE

RANK	SALARY	
1	75,200	*
2	74,171	*
3	72,400	*
4	72,228	*
5	69,030	*
6	68,800	*
7	67,013	*
8	63,975	*
9	62,700	
10	62,667	
11	61,237	*
12	61,000	*
13	(61,000)	*
14	60,000	*
15	59,496	*
16	59,000	
17	58,000	*
18	58,000	*
19	(57,871)	*
20	57,800	*
21	57,094	*
22	56,800	*
23	56,700	*
24	56,682	*
25	56,631	*
26	56,460	*
27	56,436	*
28	56,250	
29	56,243	*
30	56,000	*
31	55,600	
32	55,500	
33	55,300	*
34	55,172	*
35	54,465	*
36	54,390	*
37	54,291	*
38	54,000	*
39	54,000	*
40	53,975	*
41	53,900	
42	53,550	*
43	53,250	*
44	53,079	*
45	52,500	*
46	52,394	
47	52,000	
48	52,000	
49	52,000	*
50	51,912	
51	51,843	
52	51,750	*
53	51,730	
54	51,600	
55	51,507	
56	51,000	*
57	50,287	*
58	50,000	
59	50,000	*
60	49,908	*
61	49,900	
62	49,350	*
63	49,029	*
64	49,000	
65	48,801	
66	48,528	*
67	48,500	
68	48,003	*
69	48,000	
70	47,784	
71	47,300	*
72	47,296	
73	47,145	*
74	47,100	*
75	47,084	
76	47,000	*
77	46,492	
78	46,200	
79	46,103	
80	46,000	*
81	45,900	
82	45,830	*
83	45,830	
84	45,800	*
85	45,672	*
86	45,000	
87	44,900	*
88	44,808	
89	44,577	
90	44,113	
91	44,050	
92	44,000	*
93	(43,301)	*
94	43,100	
95	43,000	
96	42,714	
97	42,100	
98	41,992	
99	41,764	
100	41,652	
101	41,410	*
102	41,357	
103	41,225	
104	40,911	
105	31,884	
AVERAGE	52,013	

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY	
1	56,000	*
2	55,120	*
3	55,000	*
4	53,617	*
5	52,533	*
6	52,000	*
7	51,413	*
8	51,000	*
9	50,400	*
10	48,600	*
11	48,382	*
12	48,356	*
13	47,180	*
14	46,500	
15	46,000	*
16	45,044	*
17	45,000	*
18	44,750	
19	44,160	*
20	43,347	*
21	43,235	
22	43,000	
23	40,000	*
24	38,343	*
25	38,268	
26	38,000	
27	35,500	*
28	33,820	
29	31,130	*
30	22,668	
AVERAGE	44,946	

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY	
1	73,596	*
2	70,656	
3	64,822	*
4	62,100	*
5	57,700	*
6	55,985	*
7	55,700	
8	55,500	*
9	52,300	*
10	52,100	*
11	52,000	*
12	51,500	*
13	51,000	*
14	47,300	*
15	45,000	
16	43,799	
17	41,800	
18	40,006	
AVERAGE	54,046	

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DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY	
1	67,437	*
2	63,800	*
3	62,200	*
4	61,500	*
5	61,000	*
6	60,500	*
7	60,000	*
8	58,244	*
9	56,500	*
10	56,070	*
11	55,942	*
12	55,000	*
13	53,750	*
14	53,500	*
15	53,000	
16	52,100	*
17	52,000	*
18	50,000	*
19	49,600	*
20	49,560	*
21	48,946	*
22	47,687	*
23	46,700	*
24	46,070	*
25	45,750	
26	45,516	
27	43,746	*
28	43,000	
29	42,000	*
30	39,775	*
31	36,625	*
32	34,773	*
33	33,993	
34	29,172	
AVERAGE	50,455	

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY	
1	(70,656)	*
2	(69,520)	*
3	65,432	*
4	(61,824)	*
5	59,532	*
6	59,496	*
7	58,507	*
8	58,000	*
9	56,700	*
10	53,960	*
11	(53,625)	
12	52,800	
13	(52,000)	
14	50,930	*
15	50,500	*
16	48,900	
17	(47,304)	
18	44,577	
19	37,500	*
20	37,143	*
AVERAGE	54,245	

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY	
1	66,000	*
2	65,000	*
3	63,000	*
4	62,700	*
5	58,900	*
6	56,000	
7	55,100	*
8	54,762	*
9	53,800	*
10	53,700	*
11	53,071	*
12	52,984	*
13	50,900	*
14	50,000	*
15	49,100	*
16	47,000	*
17	46,728	
18	46,100	*
19	45,500	*
20	44,820	
21	44,000	*
22	42,421	*
23	42,094	*
24	36,000	*
AVERAGE	51,553	

DEANS (DIRECTORS):
LAW

RANK	SALARY	
1	86,500	*
2	82,200	*
3	81,525	*
4	80,440	*
5	80,300	*
6	79,715	*
7	79,672	*
8	75,886	*
9	75,000	
10	74,375	
11	73,700	*
12	72,475	*
13	72,400	*
14	72,000	*
15	71,500	*
16	70,850	
17	70,000	*
18	70,000	*
19	70,000	*
20	70,000	*
21	70,000	*
22	69,000	*
23	68,254	*
24	68,200	
25	68,000	*
26	68,000	*
27	67,404	*
28	66,600	
29	66,000	*
30	65,254	*
31	65,000	*
32	65,000	*
33	64,835	*
34	64,500	*
35	63,840	*
36	63,324	*
37	62,400	*
38	62,350	*
39	62,198	
40	62,178	*
41	62,000	*
42	61,734	*
43	61,000	*
44	60,368	*
45	60,200	*
46	60,151	
47	59,750	*
48	59,018	
49	56,000	*
50	55,700	
51	54,703	*
52	54,518	*
53	50,339	
AVERAGE	67,441	

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY	
1	72,000	*
2	70,500	
3	69,300	*
4	68,300	*
5	67,032	*
6	65,900	*
7	63,200	*
8	62,300	*
9	60,819	*
10	57,900	*
11	(57,000)	*
12	56,500	*
13	55,485	*
14	55,200	
15	52,250	*
16	52,000	*
17	51,068	*
18	50,000	*
19	49,700	
20	48,000	*
21	46,000	
22	45,799	
23	45,540	*
24	43,013	
25	40,911	
AVERAGE	56,229	

TABLE I (Continued)

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY	
1	62,000	*
2	55,000	
3	54,956	*
4	54,100	*
5	54,000	*
6	53,091	*
7	51,696	*
8	51,225	*
9	50,410	
10	49,820	*
11	49,455	*
12	49,442	*
13	48,946	*
14	48,000	*
15	47,700	*
16	47,695	*
17	47,558	*
18	47,192	*
19	43,800	
20	43,000	
21	41,600	*
22	41,400	*
23	41,335	*
24	40,700	*
25	40,060	*
26	39,800	*
27	31,950	*
AVERAGE	47,627	

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY	
1	155,000	*
2	117,999	*
3	114,500	*
4	110,000	*
5	105,480	*
6	102,900	*
7	101,785	*
8	99,597	*
9	98,832	*
10	95,500	*
11	93,000	*
12	91,800	*
13	89,628	*
14	88,911	
15	86,700	*
16	86,350	*
17	85,860	
18	85,680	*
19	85,400	*
20	83,975	*
21	83,068	*
22	83,621	*
23	80,361	*
24	80,250	
25	79,500	*
26	79,000	*
27	78,800	*
28	78,700	*
29	75,500	*
30	75,012	*
31	74,000	
32	73,300	*
33	71,700	*
34	70,250	*
35	70,008	
36	66,940	*
37	63,500	*
38	61,600	*
39	49,516	
AVERAGE	86,472	

DEANS (DIRECTORS):
MUSIC

RANK	SALARY	
1	59,500	*
2	59,341	*
3	59,125	
4	56,374	*
5	55,700	
6	55,031	*
7	54,058	*
8	53,528	*
9	53,000	*
10	51,759	*
11	51,430	*
12	51,361	
13	50,900	*
14	49,350	*
15	49,300	*
16	49,000	
17	48,708	*
18	42,867	*
19	42,000	
20	41,325	*
21	39,000	
22	37,750	*
23	30,783	*
AVERAGE	49,617	

DEANS (DIRECTORS):
NURSING

RANK	SALARY	
1	71,500	*
2	66,943	*
3	65,000	*
4	65,000	*
5	64,829	*
6	64,300	*
7	64,000	*
8	63,000	*
9	63,000	*
10	61,353	*
11	60,605	*
12	59,510	*
13	59,351	*
14	59,000	*
15	58,908	*
16	58,788	*
17	58,300	
18	58,000	*
19	57,800	*
20	57,750	*
21	56,953	*
22	56,410	*
23	56,000	*
24	55,658	*
25	55,332	*
26	54,826	*
27	53,973	*
28	53,508	*
29	53,370	
30	53,000	*
31	53,000	*
32	52,000	*
33	51,861	
34	51,500	
35	51,275	
36	50,968	*
37	50,350	*
38	50,000	
39	49,764	*
40	49,440	*
41	49,100	*
42	48,500	*
43	48,150	*
44	48,000	*
45	48,000	*
46	48,000	
47	47,944	
48	47,900	*
49	47,600	*
50	45,800	*
51	45,500	
52	44,742	*
53	44,616	
54	44,028	*
55	43,500	
56	42,000	
57	41,604	
58	41,008	
59	40,911	
60	40,830	
61	37,990	
62	34,976	
63	27,000	*
AVERAGE	52,437	

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TABLE I (Continued)

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY	
1	71,574	*
2	69,081	*
3	68,263	*
4	67,700	*
5	67,000	*
6	66,000	*
7	65,313	*
8	64,735	*
9	64,200	*
10	63,732	*
11	63,500	*
12	62,959	*
13	62,184	*
14	61,000	*
15	59,861	*
16	59,500	*
17	59,156	*
18	56,460	*
19	56,350	*
20	56,000	*
21	55,500	*
22	54,768	*
23	54,500	
24	53,900	*
25	53,880	*
26	53,496	*
27	53,250	*
28	53,004	
29	52,700	*
30	51,250	*
31	40,697	*
32	49,200	
33	48,875	
34	46,767	*
35	39,628	*
AVERAGE	58,173	

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY	
1	78,000	*
2	75,000	*
3	66,000	
4	62,816	*
5	62,500	*
6	61,383	*
7	61,152	*
8	58,600	*
9	58,500	*
10	58,500	*
11	58,000	
12	57,627	*
13	54,900	*
14	52,658	
15	51,800	
16	(51,652)	
17	51,250	*
18	51,036	*
19	49,700	
20	49,015	
21	48,902	*
22	48,500	
23	48,228	*
24	48,212	
25	47,750	
26	47,040	*
27	46,799	
28	45,450	*
29	42,000	
30	41,510	
31	40,911	
32	40,090	
AVERAGE	53,583	

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY	
1	72,044	*
2	67,500	*
3	(65,520)	*
4	(61,824)	*
5	60,000	
6	59,830	*
7	59,600	
8	59,520	*
9	58,056	*
10	56,750	
11	56,611	*
12	56,488	*
13	56,188	*
14	52,658	
15	50,840	*
16	50,600	*
17	49,730	*
18	48,070	
19	37,950	*
20	34,896	*
AVERAGE	55,735	

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY	
1	67,500	*
2	65,404	*
3	64,000	
4	62,500	
5	62,000	*
6	61,770	*
7	61,000	*
8	60,500	*
9	58,396	*
10	57,600	*
11	56,816	*
12	55,100	*
13	55,000	*
14	55,000	*
15	54,700	*
16	54,526	*
17	54,387	*
18	53,815	*
19	53,420	*
20	53,328	*
21	51,300	*
22	51,205	*
23	50,400	*
24	50,200	*
25	50,000	*
26	49,871	
27	46,700	*
28	46,000	*
29	45,500	
30	41,796	
AVERAGE	54,991	

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY	
1	70,068	*
2	63,200	*
3	58,900	*
4	56,163	*
5	54,000	*
6	53,700	*
7	54,240	*
8	52,736	*
9	52,000	*
10	51,723	*
11	50,287	*
12	48,667	
13	48,500	*
14	47,500	
15	46,000	
16	40,272	*
17	39,899	*
18	39,262	
19	38,232	*
20	36,587	
21	36,200	*
22	34,886	*
AVERAGE	48,956	

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY	
1	74,130	*
2	73,000	*
3	71,162	*
4	69,821	*
5	68,376	*
6	68,000	*
7	66,600	*
8	66,000	*
9	65,800	*
10	64,383	*
11	64,000	*
12	63,100	*
13	60,840	*
14	60,000	*
15	60,000	
16	57,180	*
17	56,400	*
18	46,500	*
AVERAGE	64,183	

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-seven participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Tech University
University of Alabama
University of Alabama at Birmingham
University of Alabama at Huntsville
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Florida
University of South Alabama
University of South Carolina
University of South Florida
University of Southern Mississippi
University of Tennessee at Knoxville

TABLE II (Continued)
—ATLANTA REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	79,680
2	77,585
3	71,000
4	66,725
5	62,700
AVERAGE	71,538

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	84,750
2	84,750
3	84,750
4	82,620
5	80,562
6	80,250
7	80,000
8	79,380
9	77,585
10	75,000
11	70,211
12	69,350
13	68,000
14	66,725
15	63,500
16	62,700
17	62,700
18	57,000
19	56,360
20	54,500
21	54,500
AVERAGE	71,200

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	79,728
2	78,000
3	72,500
4	72,000
5	66,339
6	64,600
7	64,500
8	63,420
9	62,000
10	60,994
11	60,600
12	59,711
13	59,700
14	58,000
15	55,500
16	55,371
17	55,000
18	54,500
19	54,000
20	53,832
21	53,000
22	52,380
23	48,000
AVERAGE	61,030

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(83,5481
2	71,500
3	67,410
4	62,500
AVERAGE	71,239

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	63,000
2	56,800
3	56,000
4	54,310
5	52,395
6	51,200
7	51,180
8	50,000
9	50,000
10	49,455
11	49,200
12	49,076
13	45,000
14	45,000
15	44,922
16	44,496
17	43,423
18	42,941
19	41,784
20	41,400
21	40,020
22	40,000
23	40,000
24	39,974
25	35,640
26	30,833
AVERAGE	46,443

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	51,487
2	50,936
3	43,943
4	42,806
5	42,500
6	41,000
7	35,800
8	34,365
9	33,600
10	30,495
11	26,125
12	25,110
13	(23,0431
14	23,001
15	21,000
16	20,053
AVERAGE	34,079

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	47,639
2	58,000
3	53,295
4	52,144
5	51,360
6	50,600
7	50,460
8	49,799
9	49,300
10	49,140
11	48,000
12	45,000
13	45,000
14	44,900
15	42,800
16	42,460
17	42,000
18	41,707
19	39,700
20	38,280
21	36,536
22	36,000
23	33,600
24	33,600
25	33,428
AVERAGE	45,391

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TABLE II (Continued)
—ATLANTA REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	72,000
2	70,424
3	66,185
4	64,000
5	64,600
6	64,400
7	62,500
8	62,282
9	60,795
10	(59,569)
11	59,500
12	59,500
13	55,899
14	54,285
15	54,000
16	54,000
17	52,057
18	52,000
19	52,000
20	51,352
21	49,570
22	48,732
23	44,000
AVERAGE	58,072

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(54,300)
2	47,817
3	46,000
4	30,183
AVERAGE	44,575

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	52,270
2	48,600
3	47,760
4	45,888
5	43,600
6	43,350
7	41,748
8	38,000
9	37,500
10	37,092
11	35,832
12	33,593
13	32,090
14	31,030
15	30,345
16	27,852
17	26,520
AVERAGE	38,403

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	52,140
2	51,765
3	40,800
4	36,078
5	31,296
AVERAGE	42,420

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	58,800
2	54,480
3	(54,300)
4	52,500
5	51,250
6	50,040
7	48,500
8	48,000
9	44,700
10	44,000
11	42,500
12	41,600
13	41,000
14	40,752
15	40,500
16	40,000
17	37,324
18	35,500
19	35,000
20	32,916
21	31,750
AVERAGE	44,072

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	51,500
2	45,700
3	39,250
4	37,908
5	37,000
6	36,300
7	35,863
8	32,600
9	32,460
10	32,064
11	31,296
12	31,200
13	30,000
14	29,931
15	29,700
16	29,538
17	28,000
18	26,600
19	25,500
20	24,411
21	23,712
22	23,100
AVERAGE	32,438

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	55,480
2	48,500
3	45,500
4	44,000
5	43,800
6	42,998
7	40,788
8	40,000
9	39,400
10	38,972
11	37,800
12	37,740
13	36,992
14	35,800
15	35,304
16	35,000
17	34,000
18	33,460
19	33,400
20	32,000
21	30,423
22	29,720
23	29,622
24	28,620
25	25,500
26	24,000
AVERAGE	34,962

TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	67,350
2	62,100
3	61,005
4	60,173
5	59,459
6	58,000
7	57,881
8	57,000
9	56,192
10	55,800
11	54,000
12	53,000
13	52,500
14	52,220
15	52,000
16	50,000
17	48,200
18	47,400
19	44,460
20	44,185
21	42,816
AVERAGE	54,083

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	55,800
2	53,536
3	47,250
4	46,680
5	46,679
6	45,713
7	44,730
8	44,475
9	42,100
10	40,000
11	39,850
12	39,800
13	37,085
14	36,748
15	35,690
16	32,736
17	28,691
AVERAGE	42,210

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	38,300
2	30,780
3	30,500
4	29,768
5	23,995
6	19,625
AVERAGE	28,828

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	49,700
2	48,168
3	42,424
4	41,500
5	41,142
6	39,830
7	39,690
8	39,100
9	34,026
10	34,000
11	33,960
12	33,700
13	33,484
14	33,300
15	32,500
16	31,629
17	31,500
18	29,700
19	29,610
20	28,752
21	28,380
22	23,120
23	21,956
24	21,530
25	21,300
AVERAGE	33,762

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	52,640
2	51,000
3	48,168
4	48,000
5	45,000
6	42,120
7	42,000
8	41,370
9	40,793
10	38,950
11	37,740
12	37,500
13	35,188
14	33,840
15	33,500
16	33,000
17	32,500
18	29,543
19	29,376
20	29,000
21	28,830
22	28,829
23	26,233
24	25,800
25	23,250
26	21,288
AVERAGE	35,082

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	38,000
2	36,934
3	36,720
4	35,650
5	35,060
6	35,000
7	34,700
8	33,983
9	33,000
10	32,340
11	33,000
12	31,518
13	31,000
14	29,708
15	29,620
16	29,600
17	28,864
18	28,285
19	27,600
20	27,530
21	26,400
22	26,230
23	26,200
24	25,106
25	24,780
26	20,565
AVERAGE	30,631

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	41,691
2	40,793
3	40,235
4	38,984
5	38,000
6	38,000
7	35,842
8	35,300
9	34,800
10	34,700
11	34,480
12	33,600
13	31,000
14	29,100
15	28,000
16	27,150
17	27,000
18	27,000
19	24,112
20	23,000
21	22,730
22	22,400
23	21,616
24	20,260
25	17,579
AVERAGE	30,783

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	76,608
2	72,153
3	66,950
4	64,320
5	63,945
6	63,354
7	61,584
8	60,660
9	58,236
10	57,100
11	51,392
12	50,788
13	48,530
14	46,450
15	44,940
16	43,000
17	34,000
18	33,200
19	23,556
20	21,792
21	18,394
AVERAGE	50,521

TABLE II (Continued)
—ATLANTA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	[illegible]
2	73,700
3	62,400
4	56,000
5	56,000
6	54,621
7	39,200
AVERAGE	60,781

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	61,500
2	[illegible]
3	58,800
4	56,800
5	56,278
6	53,941
7	51,975
AVERAGE	56,980

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	53,500
2	52,000
3	50,760
4	48,356
5	35,500
AVERAGE	48,023

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	54,000
2	50,500
3	50,127
4	46,122
5	45,000
6	44,625
7	43,400
8	40,861
9	36,261
10	30,000
AVERAGE	44,090

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	65,004
2	54,200
3	50,715
4	48,731
5	48,200
6	48,000
7	48,000
8	47,423
9	44,468
10	38,900
11	37,356
12	32,400
13	29,702
14	27,295
15	[illegible]
AVERAGE	43,028

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	48,532
2	47,300
3	45,000
4	44,500
5	38,810
6	38,500
7	37,908
8	37,200
9	36,610
10	36,156
11	32,040
12	31,137
13	29,320
14	28,405
15	25,540
16	24,840
AVERAGE	36,400

UNIVERSITY OF ARKANSAS
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TABLE II (Continued)
—ATLANTA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	$47,084
2	51,000
3	49,191
4	48,532
5	48,144
6	46,750
7	44,400
8	42,756
9	41,140
10	41,000
11	40,800
12	40,792
13	40,500
14	40,300
15	40,000
16	40,000
17	40,000
18	39,672
19	37,200
20	38,155
21	37,100
22	37,032
23	35,217
24	35,063
25	31,567
26	30,390
AVERAGE	41,375

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	45,645
2	40,800
3	39,000
4	37,800
5	37,130
6	35,954
7	34,000
8	33,500
9	33,000
10	30,136
11	29,880
12	29,049
13	28,452
14	27,840
15	25,920
16	25,720
17	25,145
18	25,000
19	23,500
20	20,400
21	19,824
AVERAGE	30,843

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	50,000
2	45,780
3	41,985
4	41,086
5	37,354
6	37,013
7	36,706
8	34,050
9	33,600
10	33,539
11	32,440
12	32,000
13	31,668
14	30,193
15	28,575
16	26,866
17	26,004
18	21,680
AVERAGE	34,474

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	69,030
2	61,000
3	58,000
4	52,000
5	48,400
6	43,600
7	43,500
8	43,000
AVERAGE	52,316

RANK	SALARY
19	30,560
20	28,975
21	27,172
22	26,826
23	26,740
24	25,896
25	22,919
26	13,354
AVERAGE	35,113

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	(48,000)
2	46,030
3	45,980
4	45,150
5	43,200
6	42,723
7	(41,781)
8	40,474
9	39,388
10	38,153
11	38,000
12	36,705
13	34,500
14	27,489
15	26,933
16	24,995
17	23,900
AVERAGE	37,851

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	69,000
2	65,500
3	61,000
4	55,380
5	55,220
6	52,848
AVERAGE	59,825

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	(57,716)
2	57,492
3	54,023
4	53,700
5	53,131
6	52,500
7	49,000
AVERAGE	53,937

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	(57,716)
2	48,720
3	43,834
4	43,686
5	41,600
6	40,000
7	39,813
8	34,850
9	34,120
AVERAGE	42,927

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	(48,000)
2	47,046
3	45,594
4	45,500
5	44,000
6	(41,781)
7	41,350
8	40,167
9	39,701
10	38,600
11	38,242
12	36,709
13	35,896
14	35,416
15	34,705
16	34,610
17	32,589
18	30,580

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—ATLANTA REGION—

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	82,000
2	74,171
3	63,900
4	58,800
5	52,000
6	51,120
7	47,754
AVERAGE	61,392

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	48,841
2	45,000
3	43,200
4	42,998
5	42,272
6	41,340
7	39,500
8	39,500
9	39,500
10	37,456
11	34,775
12	34,000
13	30,923
14	28,500
15	27,750
16	24,676
AVERAGE	37,514

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	67,150
2	57,562
3	50,318
4	50,000
5	49,620
6	48,000
7	46,200
8	45,000
9	44,500
10	42,596
11	37,834
12	37,231
13	36,286
14	35,000
15	32,500
16	32,000
17	31,485
18	30,470
19	17,750
AVERAGE	41,658

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	72,542
2	67,804
3	64,450
4	59,000
5	58,499
6	54,420
7	53,000
8	49,580
9	38,016
AVERAGE	57,479

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	63,500
2	55,779
3	54,700
4	52,470
5	52,000
6	49,200
7	49,200
8	47,300
AVERAGE	53,044

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	73,601
2	71,100
3	71,000
4	66,850
5	64,746
6	63,500
7	57,240
8	57,225
9	55,854
10	53,550
11	51,400
12	51,150
13	49,500
14	48,500
15	44,460
16	42,000
17	41,931
AVERAGE	56,683

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	81,500
2	72,400
3	71,054
4	69,600
5	66,000
6	65,400
7	64,200
8	62,441
9	60,200
10	60,000
11	58,232
12	56,115
13	55,774
14	55,650
15	55,000
16	55,000
17	54,040
18	54,000
19	53,792
20	53,000
21	50,000
22	50,000
23	49,839
24	47,500
25	46,800
26	45,799
AVERAGE	58,207

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	62,300
2	56,766
3	53,880
4	51,200
5	50,000
6	48,700
7	44,000
8	43,800
9	43,654
10	42,500
11	41,250
12	40,790
13	38,580
14	37,440
15	36,720
16	35,100
17	34,502
18	33,936
19	31,729
AVERAGE	43,518

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	75,950
2	72,450
3	70,441
4	64,000
AVERAGE	70,710

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	72,420
2	62,400
3	60,620
4	60,500
5	58,400
6	58,212
7	58,000
8	57,750
9	52,640
10	52,600
11	52,500
12	52,420
13	52,080
14	51,667
15	51,224
16	50,930
17	50,331
18	49,309
19	47,500
20	46,116
21	45,900
22	45,799
23	44,738
24	44,040
25	42,007
AVERAGE	52,805

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	73,000
2	70,020
3	67,300
4	66,500
5	66,000
6	64,785
7	62,000
8	60,974
9	59,931
10	59,100
11	58,936
12	57,500
13	56,000
14	55,700
15	55,008
16	51,888
17	46,998
18	44,905
19	41,664
AVERAGE	58,864

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	53,500
2	50,600
3	48,056
4	47,420
5	45,500
6	40,000
AVERAGE	47,513

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY
1	63,900
2	62,900
3	62,400
4	51,499
5	49,748
AVERAGE	58,089

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	74,171
2	72,400
3	69,030
4	61,000
5	58,000
6	56,730
7	56,682
8	54,000
9	54,465
10	54,390
11	53,975
12	53,550
13	53,079
14	51,750
15	49,350
16	46,492
17	45,900
18	45,000
19	42,714
20	42,100
21	41,744
22	41,652
AVERAGE	53,644

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	54,120
2	51,413
3	50,400
4	48,600
5	43,000
6	38,343
AVERAGE	47,813

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	73,556
2	70,656
3	64,822
4	58,500
5	47,300
6	43,000
7	43,779
AVERAGE	57,233

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	47,437
2	41,000
3	52,100
4	49,600
5	49,560
6	48,246
7	44,700
8	43,000
9	29,172
AVERAGE	49,724

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	(65,520)
2	(61,824)
3	52,800
4	50,930
AVERAGE	57,769

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	63,000
2	53,800
3	53,071
4	52,984
5	46,100
6	45,500
7	44,000
AVERAGE	51,208

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	78,715
2	78,672
3	74,375
4	70,000
5	69,000
6	68,000
7	65,000
8	65,000
9	63,840
10	62,400
11	62,188
12	56,000
AVERAGE	67,766

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	68,300
2	62,300
3	52,250
4	48,000
5	45,799
AVERAGE	55,330

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TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	62,000
2	49,820
3	48,946
4	47,700
5	43,000
6	41,400
7	40,700
AVERAGE	47,652

DEANS (DIRECTORS): MEDICINE

RANK	SALARY
1	110,000
2	101,785
3	98,832
4	91,800
5	85,860
6	83,975
7	80,250
8	79,500
9	78,800
10	74,000
AVERAGE	88,480

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	59,341
2	51,759
3	49,350
AVERAGE	53,483

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	66,943
2	64,829
3	60,605
4	59,510
5	57,750
6	56,000
7	51,275
8	50,000
9	49,744
10	49,440
11	49,100
12	48,500
13	48,000
14	45,500
15	41,604
16	40,830
17	37,990
AVERAGE	51,626

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	71,574
2	65,313
3	64,735
4	59,500
5	56,460
6	53,880
7	50,697
AVERAGE	60,308

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	61,583
2	49,018
3	48,500
4	45,799
5	41,510
AVERAGE	49,281

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	67,500
2	65,520
3	61,824
4	58,056
5	56,488
AVERAGE	61,878

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	62,000
2	61,770
3	54,387
4	51,300
5	50,400
6	50,200
7	46,700
8	45,500
AVERAGE	52,782

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	51,723
2	39,262
3	38,232
AVERAGE	43,072

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	74,130
2	66,000
3	64,383
4	60,000
5	57,180
AVERAGE	64,339

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-four participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University-Purdue University at Indianapolis
Indiana University at Bloomington
Kent State University
Michigan Technological University
Oakland University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago Circle
University of Illinois at Urbana-Champaign
University of Michigan
University of Minnesota-Minneapolis/St. Paul
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Wayne State University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	88,850
2	82,000
3	81,500
4	77,252
5	76,000
6	70,000
7	67,000
AVERAGE	77,515

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	88,000
2	84,347
3	83,000
4	82,000
5	78,150
6	78,000
7	77,000
8	76,500
9	73,000
10	71,500
11	71,050
12	70,000
13	68,900
14	67,500
15	62,736
16	62,000
17	61,500
AVERAGE	73,834

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	76,300
2	75,000
3	(73,000)
4	73,000
5	72,900
6	71,000
7	65,000
8	64,800
9	61,500
10	61,500
11	60,000
12	60,000
13	59,832
14	58,604
15	(55,284)
16	53,000
17	51,000
AVERAGE	64,219

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	(73,000)
2	69,000
3	66,000
4	64,050
5	61,253
6	60,500
7	59,150
8	(55,284)
9	53,000
AVERAGE	62,360

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	66,436
2	64,400
3	58,500
4	58,300
5	56,200
6	56,200
7	56,035
8	55,500
9	52,584
10	52,500
11	50,930
12	50,850
13	49,824
14	48,800
15	47,600
16	46,000
17	44,400
18	44,000
19	43,800
20	41,000
21	40,000
22	34,800
23	31,200
AVERAGE	49,974

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	50,000
2	47,088
3	43,800
4	40,444
5	(40,000)
6	39,000
7	37,296
8	36,500
9	35,400
10	35,352
11	34,700
12	34,700
13	33,420
14	32,760
15	31,800
16	31,250
17	31,100
18	28,890
19	27,830
20	27,721
21	26,000
22	22,800
AVERAGE	34,902

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	68,244
2	62,320
3	61,900
4	53,700
5	51,800
6	51,500
7	50,505
8	49,992
9	47,478
10	47,000
11	46,900
12	46,516
13	46,155
14	46,000
15	43,142
16	43,000
17	42,500
18	41,580
19	41,544
20	39,000
21	38,775
22	37,033
AVERAGE	48,027

TABLE II (Continued)
—CHICAGO REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	78,400
2	73,000
3	(72,000)
4	71,500
5	64,100
6	60,871
7	60,750
8	58,975
9	57,950
10	57,780
11	57,500
12	56,700
13	55,472
14	55,000
15	53,500
16	52,500
17	52,224
18	49,008
19	48,852
AVERAGE	59,794

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	60,755
2	55,300
3	53,800
4	49,404
5	48,000
6	46,600
7	46,200
8	45,190
9	44,736
10	42,012
11	42,000
12	40,350
13	37,514
14	34,850
15	35,000
16	34,681
17	34,500
18	33,000
AVERAGE	43,660

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(72,000)
2	67,200
3	(63,000)
4	48,800
5	46,500
6	29,543
AVERAGE	54,507

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	55,650
2	53,500
3	50,000
4	42,000
AVERAGE	50,288

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	49,992
2	42,500
3	41,028
4	39,500
5	39,323
6	34,500
7	33,675
8	32,739
9	31,356
10	31,350
11	29,100
12	28,908
13	26,750
14	26,690
15	26,597
AVERAGE	34,234

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	59,112
2	50,000
3	46,984
4	44,490
5	44,500
6	42,750
7	42,000
8	40,000
9	36,000
10	35,492
11	34,850
12	33,700
13	32,880
14	32,130
15	30,852
16	30,150
AVERAGE	39,699

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	58,600
2	57,054
3	51,800
4	45,990
5	44,810
6	44,200
7	44,100
8	43,912
9	43,728
10	42,000
11	40,350
12	38,203
13	37,829
14	37,600
15	37,500
16	36,592
17	34,788
18	34,025
19	29,830
AVERAGE	42,256

TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	67,400
2	60,465
3	56,140
4	55,900
5	55,600
6	55,472
7	54,850
8	54,330
9	54,100
10	54,000
11	53,500
12	51,000
13	49,776
14	48,936
15	(44,900)
AVERAGE	54,426

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	50,871
2	50,500
3	50,500
4	49,000
5	48,775
6	(44,900)
7	43,000
8	41,744
9	40,000
10	39,000
11	38,671
12	37,913
13	34,787
14	34,650
15	33,500
16	29,844
AVERAGE	41,666

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	52,300
2	48,912
3	37,637
4	31,100
5	24,660
6	24,488
7	24,113
AVERAGE	34,744

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	50,000
2	(48,760)
3	45,504
4	44,000
5	44,000
6	42,408
7	41,000
8	(39,943)
9	39,784
10	38,434
11	38,400
12	37,876
13	37,300
14	37,092
15	36,850
16	35,100
17	35,000
18	34,742
19	34,320
20	34,268
21	34,000
22	32,760
23	32,425
AVERAGE	38,868

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(48,750)
2	42,750
3	42,500
4	40,400
5	(39,943)
6	38,700
7	38,400
8	37,405
9	36,480
10	35,428
11	33,200
12	32,849
13	32,194
14	31,820
15	31,750
16	30,850
17	30,000
18	30,000
AVERAGE	36,302

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	43,800
2	40,800
3	39,240
4	38,840
5	38,500
6	38,400
7	34,936
8	34,856
9	34,430
10	33,200
11	33,196
12	33,598
13	33,520
14	33,245
15	32,952
16	31,906
17	31,200
18	29,969
19	27,940
20	27,901
21	26,232
22	26,000
23	25,100
24	24,720
AVERAGE	33,478

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	49,272
2	48,500
3	44,526
4	44,400
5	42,900
6	41,290
7	(40,736)
8	38,000
9	37,620
10	37,100
11	36,450
12	36,156
13	34,817
14	34,313
15	31,100
16	30,981
17	30,634
18	29,618
19	26,877
20	26,447
AVERAGE	37,087

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	72,100
2	65,700
3	60,000
4	59,337
5	55,210
6	51,616
7	49,784
8	49,600
9	49,500
10	49,175
11	48,234
12	48,042
13	44,884
14	43,020
15	40,500
16	36,804
17	35,040
18	34,440
19	21,961
20	20,700
AVERAGE	46,783

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	69,100
2	67,400
3	(64,100)
4	62,640
5	57,950
6	54,250
7	48,936
AVERAGE	60,625

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING AND BUDGETING

RANK	SALARY
1	65,500
2	(63,000)
3	55,400
4	55,130
5	49,000
AVERAGE	57,618

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	71,000
2	63,000
3	59,000
4	56,900
5	50,846
6	44,004
7	42,800
8	40,200
9	38,325
10	37,500
11	37,445
12	35,600
13	30,000
AVERAGE	46,643

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	53,000
2	51,752
3	51,000
4	49,100
5	47,000
6	44,500
7	44,100
8	43,950
9	39,600
10	35,640
11	34,000
12	33,048
13	28,824
14	28,000
15	26,000
16	24,885
17	19,250
AVERAGE	38,440

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	58,700
2	(51,932)
3	50,120
4	48,875
5	47,400
6	42,750
7	41,550
8	41,387
9	40,000
10	35,977
11	32,100
12	30,790
13	30,250
14	28,928
AVERAGE	41,483

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	57,780
2	53,900
3	52,500
4	52,400
5	51,932
6	51,800
7	47,500
8	47,050
9	44,440
10	45,500
11	44,250
12	42,380
13	42,150
14	42,000
15	41,790
16	41,680
17	39,689
18	39,687
19	38,140
20	37,800
21	37,138
22	31,961
AVERAGE	44,795

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	46,000
2	41,500
3	40,275
4	39,120
5	35,809
6	35,070
7	35,000
8	34,475
9	33,888
10	33,600
11	32,675
12	31,878
13	31,500
14	30,904
15	29,100
16	28,566
17	22,760
AVERAGE	34,219

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—CHICAGO REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(64,500)
2	61,850
3	54,500
4	54,262
5	(53,004)
6	51,200
7	(48,000)
8	47,870
9	(45,024)
AVERAGE	53,397

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	48,000
2	47,250
3	44,000
4	44,000
5	42,000
6	38,832
7	38,569
8	36,750
9	36,125
10	36,000
11	35,800
12	34,544
13	31,256
14	28,500
15	26,200
16	22,580
AVERAGE	36,900

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	60,000
2	59,629
3	55,600
4	54,450
AVERAGE	57,420

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	56,348
2	44,100
3	41,000
4	40,750
5	39,500
6	34,715
7	33,850
AVERAGE	41,466

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(64,500)
2	58,290
3	(53,004)
4	(48,000)
5	(45,024)
AVERAGE	53,764

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	50,000
2	45,400
3	43,225
4	39,250
5	38,483
6	(38,136)
7	37,013
8	31,150
9	31,000
10	30,692
11	26,400
AVERAGE	37,359

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	56,000
2	51,350
3	48,000
4	45,900
5	38,310
6	(38,136)
7	36,155
8	34,750
9	31,972
10	30,865
11	28,795
12	28,426
13	28,100
14	27,960
15	27,285
16	27,200
17	24,000
18	23,776
19	24,200
AVERAGE	34,462

TABLE II (Continued)
—CHICAGO REGION—

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	54,432
2	52,605
3	48,767
4	48,384
5	47,834
6	46,344
7	45,101
8	45,000
9	42,890
10	41,396
11	39,500
12	39,281
13	39,264
14	37,331
15	26,750
16	25,500
AVERAGE	42,521

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	50,508
2	44,566
3	44,000
4	39,650
5	38,550
6	37,500
7	36,387
8	35,295
9	35,000
10	33,750
11	33,100
12	32,450
13	31,507
14	31,171
15	28,390
AVERAGE	36,788

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	71,000
2	63,000
3	46,404
AVERAGE	60,135

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	59,000
2	54,107
3	52,000
4	50,000
5	47,900
6	42,920
7	39,885
AVERAGE	49,402

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	77,800
2	71,000
3	66,600
4	64,354
5	60,500
6	60,000
7	58,838
8	(57,000)
9	56,000
10	55,450
11	55,044
12	54,300
13	53,150
14	51,000
15	50,880
16	50,625
17	48,500
18	45,000
19	45,000
AVERAGE	56,897

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	74,550
2	68,700
3	68,283
4	65,000
5	63,550
6	63,100
7	61,500
8	60,750
9	59,600
10	59,500
11	55,152
12	55,000
13	54,042
14	54,850
15	54,100
16	52,000
17	51,852
18	51,681
19	50,500
20	50,250
21	46,632
22	44,172
23	43,200
AVERAGE	56,907

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	62,200
2	56,500
3	55,570
4	54,500
5	54,436
6	53,050
7	50,750
8	50,748
9	50,090
10	48,500
11	48,450
12	48,350
13	46,180
14	45,700
15	45,350
16	45,200
17	44,929
18	44,136
AVERAGE	50,258

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	71,000
2	65,300
3	59,964
4	59,000
5	58,878
6	58,300
7	57,611
8	57,000
9	56,000
10	55,150
11	54,700
12	53,500
13	53,492
14	53,350
15	53,000
16	50,880
17	49,220
18	48,650
19	47,040
20	47,004
21	42,824
22	36,930
AVERAGE	54,036

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	73,000
2	70,590
3	67,000
4	66,600
5	66,270
6	64,735
7	64,300
8	63,000
9	62,000
10	61,000
11	60,000
12	57,000
13	56,800
14	56,304
15	51,332
AVERAGE	62,651

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	61,634
2	58,000
3	55,044
4	54,979
5	53,200
6	52,032
7	42,500
AVERAGE	53,913

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	75,200
2	67,013
3	(61,000)
4	60,000
5	59,000
6	58,000
7	57,094
8	56,250
9	55,500
10	51,600
11	48,801
12	48,528
13	47,784
14	47,296
15	47,165
16	46,200
17	45,830
18	45,672
19	43,100
AVERAGE	53,739

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	56,000
2	55,000
3	51,000
4	47,180
5	44,750
6	40,000
7	35,500
AVERAGE	47,061

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	63,800
2	60,000
3	53,000
4	36,625
AVERAGE	53,356

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	65,000
2	56,000
3	55,100
4	49,100
AVERAGE	56,300

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	75,896
2	73,000
3	72,400
4	72,000
5	71,500
6	70,000
7	68,254
8	68,200
9	68,000
10	67,404
11	60,151
12	59,700
AVERAGE	68,709

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	70,500
2	65,900
3	(57,000)
4	52,000
5	51,068
AVERAGE	59,294

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	55,000
2	53,091
3	51,225
4	49,455
5	48,000
6	47,695
7	47,192
8	43,800
AVERAGE	49,432

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	155,000
2	93,500
3	85,680
4	79,000
5	75,500
6	71,700
7	63,500
AVERAGE	89,126

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	59,500
2	55,700
3	54,058
4	53,000
5	48,708
6	42,000
7	41,325
AVERAGE	50,613

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	71,500
2	65,000
3	64,300
4	63,000
5	61,353
6	59,000
7	58,908
8	51,500
9	50,968
10	44,028
11	43,500
12	42,000
AVERAGE	56,255

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	67,700
2	64,300
3	63,732
4	63,500
5	59,156
6	48,875
AVERAGE	61,211

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TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	62,500
2	51,800
3	48,228
4	47,750
5	47,040
6	45,450
7	40,080
AVERAGE	48,978

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	64,000
2	63,100
3	60,000
AVERAGE	62,367

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	67,500
2	62,500
3	60,500
4	55,100
5	55,000
6	53,328
7	46,000
AVERAGE	57,133

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	58,900
2	55,700
3	48,500
4	46,000
5	40,272
6	36,587
AVERAGE	47,660

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-three participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University & Agricultural & Mechanical College
Louisiana Tech University
New Mexico Institute of Mining and Technology
New Mexico State University
North Texas State University
Northeast Louisiana University
Northwestern State University of Louisiana
Oklahoma State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University and Texas Tech University Health Sciences Center
University of Arkansas
University of Houston
University of New Mexico
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
—DALLAS REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	86,100
2	85,995
3	72,828
AVERAGE	81,641

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	125,000
2	115,000
3	97,478
4	84,600
5	82,950
6	87,100
7	80,923
8	78,300
9	78,154
10	77,667
11	68,511
12	68,511
13	68,511
14	64,560
15	63,320
16	61,500
17	55,000
18	52,600
19	52,600
AVERAGE	76,699

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	75,000
2	73,908
3	73,000
4	71,100
5	70,700
6	70,112
7	69,350
8	61,567
9	60,840
10	59,000
11	59,000
12	58,000
13	56,200
14	54,701
15	53,988
16	53,194
17	50,150
18	48,602
AVERAGE	62,134

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	76,162
2	66,000
3	64,067
4	(59,900)
AVERAGE	66,532

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	58,100
2	57,000
3	56,531
4	54,120
5	51,696
6	51,192
7	50,000
8	49,902
9	49,500
10	48,400
11	48,400
12	48,200
13	45,654
14	45,325
15	45,073
16	43,026
17	42,101
18	41,136
19	39,000
20	35,947
21	33,179
22	24,000
AVERAGE	46,249

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	(62,136)
2	62,000
3	58,600
4	56,134
5	53,678
6	51,500
7	49,500
8	48,608
9	45,984
10	44,200
11	44,000
12	43,060
13	42,918
14	42,252
15	41,720
16	40,095
17	39,672
18	39,300
19	(39,234)
20	36,500
21	34,986
22	27,381
AVERAGE	45,612

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	52,100
2	(45,952)
3	43,008
4	40,893
5	(39,234)
6	37,440
7	36,179
8	35,600
9	(34,544)
10	34,591
11	34,500
12	33,320
13	30,653
14	29,994
15	27,149
16	25,731
17	25,585
18	19,259
AVERAGE	34,820

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TABLE II (Continued)
—DALLAS REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	75,000
2	72,000
3	(70,100)
4	68,500
5	67,938
6	66,851
7	66,000
8	64,303
9	62,815
10	61,800
11	61,000
12	60,924
13	60,872
14	58,000
15	54,701
16	54,000
17	53,500
18	52,649
19	51,000
20	50,150
21	48,602
AVERAGE	60,843

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	56,000
2	55,400
3	52,640
4	51,900
5	50,000
6	(48,876)
7	48,804
8	45,106
9	43,334
10	42,250
11	41,472
12	40,000
13	37,294
14	37,000
15	36,020
16	31,536
17	31,343
AVERAGE	44,059

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(46,887)
2	44,700
3	41,250
4	33,228
AVERAGE	41,516

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	52,000
2	46,664
3	43,041
4	40,219
5	39,422
6	37,500
7	37,198
8	35,004
9	33,600
10	33,567
AVERAGE	39,822

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	46,300
2	43,608
3	39,423
4	38,500
5	35,880
6	34,399
7	33,710
8	33,432
9	32,800
10	32,787
11	32,500
12	31,920
13	31,523
14	28,980
15	28,065
16	26,442
17	25,851
AVERAGE	33,889

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	50,000
2	47,660
3	46,644
4	44,000
5	45,000
6	38,296
7	34,700
8	34,320
9	34,000
10	32,935
11	29,928
12	29,200
13	28,500
14	27,752
15	26,357
AVERAGE	36,753

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	46,400
2	45,204
3	44,300
4	43,624
5	42,000
6	42,000
7	41,545
8	40,480
9	39,632
10	39,000
11	(35,544)
12	35,000
13	34,600
14	33,664
15	32,935
16	32,610
17	31,914
18	30,054
19	30,000
20	26,940
21	26,392
22	20,292
AVERAGE	36,096

TABLE II (Continued)
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	68,000
2	(46,000)
3	65,128
4	64,000
5	62,763
6	61,800
7	60,500
8	57,918
9	57,396
10	55,650
11	53,364
12	52,000
13	51,000
14	48,334
15	47,213
16	39,994
AVERAGE	56,910

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	46,160
2	44,580
3	42,038
4	41,000
5	40,911
6	39,300
7	38,750
8	38,498
9	38,000
10	37,000
11	36,958
12	35,223
13	34,428
14	33,800
15	32,710
16	28,776
AVERAGE	38,021

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	54,351
2	44,533
3	40,390
4	33,933
5	33,310
6	33,020
7	27,000
8	18,713
AVERAGE	35,906

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	58,611
2	49,000
3	48,915
4	42,875
5	39,709
6	39,070
7	38,900
8	38,673
9	37,440
10	(37,332)
11	36,029
12	35,500
13	33,781
14	31,821
15	31,500
16	29,745
17	28,272
18	27,768
19	26,500
20	21,710
AVERAGE	36,658

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	49,100
2	48,012
3	47,952
4	45,000
5	42,718
6	42,000
7	38,588
8	37,899
9	(37,332)
10	34,815
11	34,650
12	34,320
13	34,033
14	34,000
15	32,484
16	31,008
17	31,000
18	29,508
19	27,000
20	24,000
AVERAGE	36,771

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	41,500
2	41,139
3	39,864
4	39,676
5	37,500
6	35,256
7	35,163
8	34,000
9	34,000
10	33,960
11	33,371
12	32,808
13	32,000
14	30,157
15	29,868
16	29,091
17	28,243
18	27,873
19	27,596
20	25,290
21	25,039
22	24,826
23	23,820
AVERAGE	32,262

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	47,406
2	44,000
3	43,550
4	40,644
5	40,000
6	39,624
7	34,610
8	34,041
9	33,161
10	31,600
11	31,515
12	31,486
13	30,071
14	30,115
15	29,927
16	24,834
17	24,747
18	24,596
19	22,256
20	19,008
AVERAGE	33,205

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	69,830
2	68,000
3	60,530
4	58,764
5	57,900
6	57,500
7	56,406
8	54,000
9	53,920
10	53,000
11	51,912
12	51,135
13	49,828
14	48,544
15	43,500
16	40,000
17	25,068
18	23,654
19	22,272
20	16,872
AVERAGE	48,079

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—DALLAS REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	69,048
2	(59,900)
3	45,654
AVERAGE	58,201

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(70,100)
2	(68,500)
3	66,000
4	(66,000)
5	63,449
6	60,792
7	59,785
8	53,988
AVERAGE	63,577

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	70,100
2	59,982
3	56,750
4	49,478
5	44,500
6	39,000
7	34,217
AVERAGE	50,004

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	54,618
2	54,600
3	51,200
4	51,140
5	46,048
6	43,480
7	(43,184)
8	41,590
9	40,763
10	39,298
11	38,000
12	34,241
13	33,600
14	30,000
15	23,771
AVERAGE	41,700

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	55,136
2	(51,000)
3	42,600
4	41,306
5	32,000
6	31,185
AVERAGE	42,205

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	51,624
2	(51,000)
3	50,000
4	50,000
5	49,459
6	49,200
7	45,000
8	44,600
9	42,000
10	41,700
11	41,500
12	41,208
13	41,100
14	40,000
15	39,000
16	38,392
17	38,150
18	35,825
19	34,000
20	33,506
21	31,683
22	31,574
23	28,518
24	27,528
AVERAGE	40,690

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	43,400
2	42,504
3	41,700
4	36,440
5	35,200
6	33,982
7	33,444
8	33,228
9	(32,610)
10	32,244
11	31,692
12	30,900
13	30,440
14	29,973
15	29,024
16	28,971
17	28,052
18	28,012
19	22,442
AVERAGE	32,829

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—DALLAS REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	47,828
2	47,004
3	42,332
4	39,200
5	37,745
6	37,680
7	36,588
8	35,400
9	34,934
10	33,384
11	30,708
12	30,000
13	29,100
14	27,600
15	26,626
16	26,124
17	21,000
18	20,710
AVERAGE	33,554

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(70,800)
2	59,795
3	47,213
AVERAGE	59,246

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	(70,800)
2	70,596
3	(66,000)
4	57,276
5	50,216
AVERAGE	62,978

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	44,636
2	45,000
3	39,280
4	29,023
5	22,800
AVERAGE	40,148

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	72,830
2	(70,800)
3	(66,000)
4	63,046
5	57,073
6	53,988
7	52,224
8	52,000
AVERAGE	60,995

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	54,050
2	52,764
3	50,002
4	47,300
5	45,000
6	(44,000)
7	44,000
8	42,887
9	40,820
10	(40,194)
11	36,523
12	36,500
13	33,000
14	25,371
AVERAGE	42,315

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	(63,000)
2	45,000
3	(44,000)
4	37,500
5	36,804
6	34,307
7	27,444
8	26,758
9	26,558
10	26,088
11	25,179
AVERAGE	35,694

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	(72,000)
2	43,447
3	58,114
AVERAGE	64,854

TABLE II (Continued)
—DALLAS REGION—

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	81,425
2	73,000
3	71,000
4	60,000
5	55,000
AVERAGE	68,085

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	68,397
2	68,000
3	60,000
AVERAGE	65,464

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	69,540
2	52,746
3	52,184
4	49,500
5	46,055
6	45,068
7	44,000
8	(40,194)
9	36,000
10	34,500
11	33,804
12	33,085
13	32,200
14	22,411
AVERAGE	42,235

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	43,432
2	42,831
3	40,700
4	40,140
5	38,570
6	38,468
7	38,198
8	36,000
9	35,871
10	34,100
11	34,000
12	33,604
13	33,000
14	30,959
15	24,000
16	25,066
AVERAGE	35,684

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	72,757
2	70,596
3	67,500
4	64,068
5	58,500
6	52,500
7	51,912
8	46,000
AVERAGE	60,479

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	67,000
2	57,400
3	56,520
4	55,571
5	51,520
6	48,954
7	48,900
AVERAGE	55,124

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	68,000
2	63,500
3	63,400
4	61,596
5	61,296
6	58,600
7	58,000
8	54,000
9	52,394
10	51,912
11	50,525
12	(47,304)
AVERAGE	57,544

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	74,952
2	74,299
3	65,333
4	64,677
5	64,000
6	63,804
7	63,500
8	62,000
9	61,800
10	60,000
11	57,492
12	54,071
13	53,700
14	52,394
15	51,912
16	51,279
17	51,040
18	50,818
19	49,200
20	48,314
21	40,911
AVERAGE	57,881

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	60,831
2	58,680
3	56,000
4	55,516
5	52,394
6	48,822
7	48,528
8	46,200
9	40,987
10	35,868
11	33,000
12	30,814
13	19,600
AVERAGE	43,095

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	71,280
2	70,074
3	67,394
4	61,959
5	61,200
6	58,000
7	57,252
8	56,019
9	56,000
10	55,152
11	53,758
12	52,394
13	51,912
14	51,895
15	51,513
16	50,000
17	49,700
18	48,500
19	48,444
20	40,911
21	37,733
AVERAGE	54,814

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	85,000
2	85,000
3	78,672
4	72,000
5	68,304
6	68,000
7	68,000
8	67,000
9	65,000
10	60,000
11	55,644
12	54,348
13	54,265
14	53,540
15	52,700
16	50,500
AVERAGE	64,873

TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	(70,656)
2	68,000
3	54,241
4	54,000
5	52,658
6	48,400
7	45,058
AVERAGE	56,144

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	72,228
2	67,700
3	62,667
4	59,496
5	54,436
6	54,351
7	54,000
8	52,394
9	51,912
10	51,507
11	50,000
12	49,900
13	48,500
14	44,900
15	44,808
16	44,113
17	41,992
18	40,911
AVERAGE	52,379

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	48,382
2	48,366
3	22,668
AVERAGE	39,805

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	60,500
2	52,000
3	48,780
4	43,746
5	33,993
AVERAGE	47,198

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	(70,656)
2	59,532
3	59,496
4	(53,625)
5	(47,304)
AVERAGE	58,123

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	86,500
2	81,525
3	80,440
4	70,000
5	62,000
6	60,200
AVERAGE	73,444

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	72,000
2	67,032
3	63,200
4	56,500
5	55,485
6	49,700
7	40,911
AVERAGE	57,833

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	54,000
2	51,696
3	50,410
4	31,950
AVERAGE	47,014

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	65,000
2	59,351
3	58,300
4	48,000
5	47,944
6	40,911
7	27,000
AVERAGE	49,501

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	69,081
2	67,000
3	52,700
4	49,200
AVERAGE	59,495

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	78,000
2	75,000
3	66,000
4	62,816
5	58,500
6	52,658
7	49,700
8	48,212
9	40,911
AVERAGE	59,089

TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	72,044
2	60,000
3	52,658
AVERAGE	61,574

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	64,000
2	61,000
3	58,396
4	55,000
AVERAGE	59,599

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	70,068
2	56,000
3	52,736
4	52,000
5	48,667
6	36,200
AVERAGE	52,612

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	71,162
2	69,821
3	66,600
AVERAGE	69,194

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The fifteen participating universities from this region are as follows:

Colorado School of Mines
Colorado State University
Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)
—DENVER REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	90,000
2	79,300
3	75,000
4	74,676
5	72,500
6	72,450
7	72,000
8	70,626
9	67,569
10	67,568
11	66,000
12	65,000
13	64,000
14	55,388
15	49,650
AVERAGE	69,448

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	71,000
2	68,400
3	67,200
4	66,200
5	65,000
6	59,850
7	59,300
8	58,500
9	57,000
10	56,291
11	56,000
12	51,000
13	48,104
14	45,878
AVERAGE	59,266

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	56,180
2	50,800
3	49,000
4	47,154
5	46,230
6	45,000
7	42,800
8	42,420
9	42,420
10	38,551
11	38,128
12	28,540
AVERAGE	43,935

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	41,500
2	33,948
3	(33,928)
4	30,000
5	28,750
6	28,704
7	28,200
8	26,100
9	25,800
10	25,400
11	25,213
12	19,589
AVERAGE	28,928

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	59,544
2	48,894
3	47,270
4	43,680
5	42,750
6	42,000
7	40,300
8	39,800
9	38,954
10	38,000
11	38,000
12	37,675
13	35,700
AVERAGE	42,505

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—DENVER REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	67,384
2	64,700
3	59,500
4	58,900
5	55,902
6	55,900
7	55,800
8	54,000
9	54,000
10	46,000
11	38,359
AVERAGE	55,513

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	46,306
2	46,000
3	45,745
4	44,500
5	41,750
6	40,632
7	38,500
8	36,900
9	34,896
10	34,000
11	33,335
12	32,905
13	31,927
14	30,377
AVERAGE	38,413

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	[illegible]000
2	29,350
3	26,580
4	25,000
5	17,130
AVERAGE	28,414

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	46,400
2	35,600
3	32,364
4	30,440
5	23,043
6	22,500
7	18,725
8	15,500
AVERAGE	28,072

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	56,412
2	49,680
3	44,300
4	42,700
5	42,000
6	41,100
7	35,500
8	34,850
9	33,500
10	21,000
AVERAGE	40,104

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	42,000
2	40,300
3	37,832
4	36,264
5	35,000
6	(33,928)
7	33,613
8	32,300
9	32,000
10	29,580
11	28,700
12	25,950
13	23,870
14	22,661
AVERAGE	32,355

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	59,300
2	54,888
3	51,375
4	50,400
5	49,015
6	48,000
7	48,000
8	47,000
9	47,000
10	44,910
AVERAGE	49,989

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(45,492)
2	40,392
3	39,407
4	37,744
5	37,400
6	35,900
7	34,766
8	31,900
9	30,058
10	(28,600)
11	27,300
12	22,500
AVERAGE	34,288

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	77,064
2	67,555
3	57,590
4	57,400
5	55,317
6	53,010
7	53,000
8	48,742
9	37,836
AVERAGE	56,390

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	53,630
2	38,194
3	36,888
4	35,894
5	35,500
6	35,000
7	32,266
8	26,886
AVERAGE	36,781

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	37,200
2	35,484
3	34,100
4	33,796
5	32,400
6	31,644
7	31,626
8	30,000
9	28,801
10	24,490
11	23,900
12	23,224
13	21,756
AVERAGE	30,032

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(45,492)
2	40,620
3	38,800
4	38,370
5	35,000
6	33,500
7	33,500
8	31,900
9	30,400
10	29,730
11	28,600
12	(28,600)
13	27,338
14	26,311
15	24,563
AVERAGE	32,848

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	47,300
2	(39,500)
3	37,100
4	36,666
5	34,462
6	34,008
7	33,500
8	33,112
9	31,644
10	31,644
11	27,100
12	26,225
13	25,600
14	14,376
AVERAGE	32,446

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—DENVER REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	65,000
2	62,600
3	48,000
4	45,216
AVERAGE	55,204

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	62,500
2	57,000
3	48,552
4	39,500
AVERAGE	51,888

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	50,520
2	43,700
3	41,990
4	35,775
5	23,670
AVERAGE	38,931

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	43,650
2	40,700
3	39,562
4	35,184
5	30,000
6	29,000
AVERAGE	36,350

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	49,594
2	48,500
3	42,500
4	42,120
5	39,900
6	37,440
AVERAGE	43,343

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	46,000
2	44,000
3	43,300
4	41,500
5	41,023
6	40,908
7	39,840
8	36,727
9	36,648
10	36,648
11	34,190
12	33,700
13	27,492
AVERAGE	38,614

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	41,000
2	31,147
3	26,016
4	25,750
5	22,900
6	20,556
AVERAGE	27,895

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—DENVER REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	42,561
2	40,400
3	38,500
4	35,640
5	35,292
6	31,500
7	31,000
8	26,000
9	16,408
AVERAGE	33,033

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	43,551
2	42,120
3	39,700
4	35,000
5	31,944
6	30,000
7	28,000
8	23,794
9	20,600
AVERAGE	32,745

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	34,858
2	34,441
3	34,000
4	22,193
AVERAGE	31,373

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	60,000
2	54,300
3	53,768
4	53,016
5	41,255
AVERAGE	52,470

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	48,000
2	45,972
3	42,000
4	37,800
5	36,200
6	35,453
7	29,853
AVERAGE	39,354

TABLE II (Continued)
—DENVER REGION—

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	(43,301)
2	39,360
3	39,300
4	38,600
5	28,480
6	35,000
7	34,713
8	28,704
AVERAGE	37,182

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	42,750
2	40,700
3	40,100
4	35,784
5	35,000
6	31,100
7	29,034
8	26,052
AVERAGE	35,065

TABLE II (Continued)
—DENVER REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	62,880
2	56,400
3	55,000
4	54,400
5	54,594
6	43,587
AVERAGE	54,544

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	46,000
2	(45,800)
3	45,640
AVERAGE	45,813

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	65,196
2	59,300
3	52,530
4	51,900
5	51,675
6	51,400
7	50,000
8	44,646
9	44,500
10	42,548
AVERAGE	51,362

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	63,450
2	61,620
3	57,100
4	56,000
5	55,000
6	54,600
7	51,725
8	49,500
9	48,554
10	46,156
11	46,100
AVERAGE	53,637

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	60,000
2	52,514
3	51,500
4	49,608
5	44,900
6	44,250
7	39,000
8	38,000
9	37,893
10	37,239
11	31,442
AVERAGE	44,213

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	58,308
2	57,655
3	54,800
4	53,700
5	51,800
6	50,000
7	49,000
8	46,000
9	44,646
10	39,790
11	37,500
AVERAGE	49,336

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	70,525
2	64,000
3	63,900
4	43,816
5	57,000
6	54,319
7	52,850
8	52,800
9	51,700
10	37,852
AVERAGE	56,876

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	46,488
2	(45,800)
3	45,245
4	43,120
5	35,576
AVERAGE	43,250

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	55,600
2	54,000
3	53,250
4	52,000
5	49,908
6	48,000
7	47,300
8	47,100
9	45,800
10	(43,301)
11	41,225
AVERAGE	48,862

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	55,000
2	50,000
3	46,070
4	39,775
AVERAGE	47,711

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	56,700
2	50,500
3	37,500
4	37,143
AVERAGE	45,461

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TABLE II (Continued)
—DENVER REGION—

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	70,850
2	66,000
3	64,835
4	59,018
5	54,703
6	50,339
AVERAGE	60,959

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	89,628
2	88,911
3	73,300
4	49,516
AVERAGE	75,339

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	59,125
2	49,000
3	37,750
AVERAGE	48,625

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	58,788
2	55,332
3	53,370
4	48,000
5	47,900
6	44,742
7	34,976
AVERAGE	49,015

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	68,263
2	54,768
3	54,500
4	51,290
5	46,757
6	39,628
AVERAGE	52,529

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	58,600
2	58,500
3	54,900
4	51,250
AVERAGE	55,813

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	59,830
2	56,750
3	37,950
AVERAGE	51,510

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The eleven participating universities from this region are as follows:

Iowa State University of Science and Technology
University of Iowa
University of Kansas at Lawrence
University of Missouri at Columbia
University of Missouri at Kansas City
University of Missouri at Rolla
University of Missouri at St. Louis
University of Nebraska at Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
—KANSAS CITY REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	89,500
2	89,500
3	73,500
4	72,450
5	70,000
6	68,800
7	68,000
8	64,200
9	63,000
10	62,600
AVERAGE	72,355

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	80,000
2	75,600
3	70,625
4	67,300
5	63,500
6	60,000
7	59,450
8	58,000
9	56,650
AVERAGE	63,681

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	58,000
2	56,750
3	55,000
4	(54,100)
5	52,580
6	45,500
7	45,500
8	41,500
9	40,575
10	39,600
11	39,000
AVERAGE	48,010

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	49,900
2	37,700
3	35,000
4	35,000
5	33,675
6	33,150
7	32,000
8	23,200
AVERAGE	34,953

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	56,000
2	53,500
3	51,400
4	46,000
5	44,500
6	40,170
7	37,864
8	34,943
9	34,398
AVERAGE	44,308

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TABLE II (Continued)
—KANSAS CITY REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	66,900
2	60,400
3	59,600
4	58,000
5	57,000
6	55,750
7	54,050
8	51,950
9	48,850
AVERAGE	56,944

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	54,550
2	46,000
3	45,000
4	43,000
5	42,950
6	39,600
7	38,810
8	32,600
9	31,900
10	31,000
AVERAGE	40,541

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	62,000
2	57,600
3	42,350
AVERAGE	53,983

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	51,500
2	42,000
3	38,000
4	37,550
5	34,425
6	29,050
AVERAGE	38,754

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	31,600
2	30,779
3	27,384
4	26,300
5	25,263
AVERAGE	28,265

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	46,000
2	39,350
3	38,000
4	36,050
5	35,600
6	31,350
7	29,345
8	28,800
9	27,350
AVERAGE	34,649

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	44,000
2	43,525
3	37,900
4	37,740
5	36,000
6	35,660
7	33,800
8	31,400
9	29,600
10	29,000
11	27,775
AVERAGE	35,491

TABLE II (Continued)
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	69,000
2	63,600
3	59,800
4	59,600
5	55,500
6	53,800
7	52,000
8	51,000
9	48,525
AVERAGE	56,981

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(47,500)
2	38,900
3	(38,700)
4	38,300
5	37,900
6	37,500
7	34,500
8	32,130
9	30,000
10	26,200
AVERAGE	36,163

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	73,000
2	63,722
3	60,500
4	60,156
5	55,500
6	51,223
7	38,000
8	19,393
AVERAGE	52,687

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	43,100
2	42,900
3	40,800
4	39,375
5	38,500
6	38,000
7	37,000
AVERAGE	39,954

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	(45,000)
2	39,630
3	34,896
4	33,800
5	33,050
6	31,475
7	29,000
8	28,950
9	28,450
10	26,535
11	23,000
AVERAGE	32,182

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	34,526
2	31,150
3	28,029
4	24,000
5	19,400
AVERAGE	27,821

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	53,600
2	50,300
3	46,000
4	38,500
5	38,016
6	38,000
7	29,900
8	26,700
9	21,252
AVERAGE	38,030

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(47,500)
2	46,607
3	(45,000)
4	(38,700)
5	37,900
6	36,425
7	35,051
8	35,000
9	23,500
10	31,000
11	27,300
AVERAGE	37,635

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—KANSAS CITY REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	53,500
2	48,725
3	36,400
4	30,800
5	30,000
6	27,987
7	22,975
AVERAGE	35,770

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	48,000
2	47,300
3	44,400
4	38,000
5	31,540
AVERAGE	41,848

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	55,000
2	53,300
3	49,000
4	43,665
5	39,700
6	38,450
7	38,208
8	37,000
9	36,300
10	33,800
AVERAGE	42,042

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	37,600
2	33,600
3	32,196
4	28,625
5	28,000
6	27,932
7	27,500
8	19,880
AVERAGE	29,417

TABLE II (Continued)
—KANSAS CITY REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	54,250
2	41,600
3	38,800
4	37,000
5	36,919
6	32,750
7	28,600
8	25,671
AVERAGE	36,049

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	50,900
2	45,300
3	39,000
4	38,760
5	38,000
6	30,750
AVERAGE	40,453

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	50,860
2	41,000
3	38,000
4	28,000
AVERAGE	39,465

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	44,000
2	42,000
3	40,000
4	38,000
5	38,000
AVERAGE	40,560

TABLE II (Continued)
—KANSAS CITY REGION—

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	50,644
2	44,100
3	41,700
4	36,275
5	34,900
6	34,000
7	29,000
AVERAGE	38,660

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	53,300
2	49,764
3	46,500
4	46,100
5	32,400
6	25,935
7	24,950
8	23,519
AVERAGE	37,809

TABLE II (Continued)
—KANSAS CITY REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	69,900
2	64,800
3	58,150
AVERAGE	64,283

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	69,900
2	63,300
3	56,500
4	56,150
5	56,000
6	55,600
7	54,350
8	54,300
AVERAGE	58,263

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	71,995
2	67,215
3	63,600
4	57,950
5	56,200
6	53,700
7	53,500
8	52,400
9	51,400
AVERAGE	58,662

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	61,600
2	56,200
3	52,075
4	51,000
5	47,800
6	47,262
7	46,600
8	45,000
9	42,150
10	41,514
AVERAGE	49,120

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	64,000
2	62,700
3	56,300
4	55,100
5	54,500
6	54,390
7	52,500
8	49,800
9	48,400
10	46,987
AVERAGE	54,466

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	77,000
2	69,900
3	63,800
4	60,200
5	59,750
6	57,500
7	55,100
AVERAGE	63,321

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	54,050
2	(52,000)
3	50,000
4	48,500
AVERAGE	51,138

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	57,800
2	56,800
3	56,631
4	55,300
5	53,900
6	52,500
7	49,000
8	47,000
9	44,050
AVERAGE	52,553

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	62,200
2	53,750
3	53,500
AVERAGE	56,483

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	56,500
2	53,700
3	50,000
AVERAGE	53,400

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	73,700
2	70,000
3	66,500
4	62,350
5	59,750
AVERAGE	66,060

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	64,000
2	57,800
3	47,600
4	45,800
AVERAGE	53,800

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	66,000
2	56,350
3	55,500
AVERAGE	59,283

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The eleven participating universities from these combined regions are as follows:

City University of New York-
Bernard/Baruch College
City University of New York-
Brooklyn College
State University of New York at Albany
State University of New York at Binghampton
State University of New York at Buffalo
State University of New York at Stony Brook
University of Connecticut
University of Lowell
University of Maine at Orono
University of New Hampshire
University of Vermont

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	80,000
2	76,000
3	71,000
4	69,620
5	69,620
6	64,538
7	64,538
8	63,000
9	62,924
10	60,000
11	55,080
AVERAGE	66,938

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	70,925
2	66,600
3	64,963
4	64,963
5	54,000
6	54,000
7	50,000
8	49,000
AVERAGE	59,306

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	64,910
2	53,891
3	52,000
AVERAGE	56,934

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	62,070
2	54,458
3	53,456
4	50,115
5	48,671
6	43,393
7	43,000
8	42,900
9	39,000
10	35,000
11	27,882
AVERAGE	45,450

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	44,491
2	(43,000)
3	39,593
4	38,500
5	37,889
6	34,989
7	34,023
8	28,687
9	16,000
AVERAGE	35,241

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	59,400
2	58,315
3	51,520
4	49,000
5	45,000
6	43,393
7	43,000
8	43,000
9	33,048
AVERAGE	47,297

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	69,300
2	61,734
3	61,734
4	61,721
5	60,509
6	51,000
7	50,000
8	45,000
AVERAGE	57,625

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	60,300
2	52,487
3	52,396
4	52,108
5	44,500
6	44,255
7	38,462
8	38,000
AVERAGE	47,839

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	53,380
2	51,558
3	41,197
4	35,865
5	28,240
6	27,000
AVERAGE	39,540

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	38,838
2	38,546
3	34,613
4	30,400
5	29,500
6	29,301
7	22,000
AVERAGE	32,171

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	47,500
2	45,000
3	41,710
4	39,988
5	39,239
6	38,191
7	38,000
8	37,900
9	36,108
10	28,000
AVERAGE	39,166

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	48,642
2	44,709
3	44,200
4	43,000
5	42,784
6	41,834
7	37,948
8	35,415
9	34,000
10	29,750
11	25,000
AVERAGE	38,844

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	58,005
2	54,413
3	53,928
4	53,500
5	52,000
6	47,000
7	45,143
AVERAGE	51,998

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	43,000
2	42,510
3	35,647
4	33,530
5	33,500
6	31,871
7	30,965
8	30,217
9	30,000
10	28,728
AVERAGE	33,997

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	59,800
2	56,162
3	56,816
4	51,920
5	47,680
6	46,216
7	45,588
8	42,500
AVERAGE	50,585

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	50,500
2	49,200
3	48,000
4	44,273
5	42,000
6	40,000
7	38,434
8	30,000
AVERAGE	42,801

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	36,108
2	(36,000)
3	34,827
4	34,000
5	33,000
6	32,095
7	31,240
8	30,381
9	29,500
10	27,384
AVERAGE	32,354

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	41,754
2	40,667
3	40,400
4	38,831
5	36,000
6	(36,000)
7	35,316
8	34,845
9	34,734
10	34,340
AVERAGE	37,289

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	38,915
2	37,616
3	35,110
4	34,400
5	34,000
6	33,516
7	30,290
8	30,000
9	23,000
AVERAGE	32,983

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	61,734
2	58,540
3	57,200
4	52,724
5	49,135
6	42,000
AVERAGE	53,556

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	49,502
2	48,642
3	46,100
4	43,650
5	40,451
6	40,107
7	40,000
8	39,800
9	36,985
10	33,500
AVERAGE	41,874

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	53,030
2	(46,000)
3	43,393
4	36,000
AVERAGE	44,606

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	46,523
2	(46,000)
3	44,726
4	43,500
5	41,982
6	40,000
7	38,000
8	36,450
9	35,865
10	34,880
AVERAGE	40,793

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	44,092
2	40,004
3	34,222
4	33,912
5	33,800
6	32,000
7	27,694
8	26,750
9	24,000
10	25,604
AVERAGE	32,404

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	47,135
2	43,393
3	43,000
4	40,101
5	37,974
6	28,325
7	24,000
AVERAGE	37,704

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	63,825
2	39,624
3	37,990
4	30,985
5	30,217
AVERAGE	40,528

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	38,625
2	32,270
3	31,217
4	26,802
5	26,000
6	25,574
7	24,420
8	21,827
AVERAGE	28,353

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	53,800
2	47,000
3	46,110
AVERAGE	48,970

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	56,243
2	(52,000)
3	47,572
AVERAGE	51,938

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	68,147
2	61,968
3	61,414
AVERAGE	63,843

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	50,000
2	43,183
3	39,877
4	39,251
5	38,000
6	36,048
7	34,753
8	31,649
9	30,217
AVERAGE	38,109

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	47,800
2	43,367
3	39,484
4	34,945
5	33,151
6	32,500
7	32,479
8	27,710
AVERAGE	39,917

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	60,550
2	54,700
3	49,630
4	43,022
AVERAGE	51,976

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	62,400
2	61,400
3	56,573
4	53,171
5	51,558
6	45,911
7	42,009
AVERAGE	53,317

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	65,400
2	61,734
3	56,924
4	56,000
5	51,558
6	48,086
7	48,000
8	45,000
9	40,000
AVERAGE	52,522

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	53,000
2	50,195
3	48,694
4	45,228
5	44,000
6	41,490
7	36,149
8	34,567
AVERAGE	44,040

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	59,254
2	55,600
3	54,000
4	53,950
5	52,000
6	51,558
7	42,996
8	42,000
AVERAGE	51,420

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	66,040
2	61,734
3	60,000
4	58,160
5	53,000
6	45,008
7	42,000
AVERAGE	55,135

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	56,243
2	52,000
3	51,000
4	50,287
5	46,000
6	43,000
7	41,410
8	41,357
AVERAGE	47,662

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	48,000
2	44,140
3	38,000
4	31,130
AVERAGE	39,573

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	62,100
2	55,985
3	52,300
4	51,000
AVERAGE	55,346

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	93,000
2	83,621
3	80,361
4	75,012
5	61,600
AVERAGE	78,719

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	55,658
2	54,576
3	53,000
4	50,350
5	48,150
AVERAGE	52,337

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	57,627
2	51,036
3	48,902
4	42,000
AVERAGE	49,891

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	59,529
2	56,611
3	49,730
AVERAGE	55,290

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	57,600
2	56,816
3	54,526
4	53,420
AVERAGE	55,591

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	56,163
2	50,287
3	39,899
4	34,886
AVERAGE	45,309

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland Pennsylvania, Virginia and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The ten participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Temple University
University of Maryland - Baltimore Professional School
University of Maryland-Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and State University
West Virginia University

TABLE II (Continued)
—PHILADELPHIA REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	95,666
2	95,000
3	80,496
4	80,080
5	71,000
6	67,080
7	55,213
8	45,000
9	40,180
10	51,400
AVERAGE	73,112

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	56,400
2	52,425
3	49,100
4	49,032
5	48,750
6	45,500
7	42,800
8	41,055
9	40,039
10	39,500
AVERAGE	46,350

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	79,800
2	71,499
3	60,850
4	60,000
5	58,980
6	[58,0001
7	49,249
8	[48,0981
AVERAGE	60,810

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	40,500
2	33,193
3	31,482
4	31,032
5	30,850
6	29,690
7	25,999
8	24,837
9	24,837
10	22,300
AVERAGE	29,473

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	79,800
2	78,500
3	69,500
4	[58,0001
5	[48,0981
6	35,996
AVERAGE	61,816

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	54,500
2	51,800
3	50,000
4	47,800
5	47,590
6	47,500
7	44,400
8	43,306
9	40,700
10	36,744
11	34,069
AVERAGE	45,510

TABLE II (Continued)
—PHILADELPHIA REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	79,800
2	70,000
3	59,000
4	58,760
5	58,000
6	53,869
7	51,000
8	48,098
9	48,000
AVERAGE	58,503

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	49,340
2	44,000
3	40,572
4	40,548
5	39,667
6	38,500
7	37,092
8	33,929
9	33,193
AVERAGE	39,206

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	44,000
2	39,100
3	29,597
4	27,150
AVERAGE	34,962

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	45,600
2	36,800
3	25,971
AVERAGE	36,124

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	42,397
2	38,781
3	34,455
4	33,929
5	32,000
6	30,960
7	30,311
AVERAGE	34,690

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	44,000
2	39,874
3	39,600
4	36,500
5	36,000
6	35,471
7	33,936
8	28,397
9	27,814
AVERAGE	34,732

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	48,600
2	47,500
3	46,000
4	45,600
5	42,397
6	40,550
7	37,318
8	36,450
9	35,471
10	31,805
AVERAGE	41,159

TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	57,600
2	57,250
3	57,000
4	49,200
5	47,724
6	45,000
7	45,000
8	42,700
AVERAGE	50,184

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	48,400
2	42,018
3	42,000
4	40,100
5	35,250
6	34,800
7	33,955
8	31,500
AVERAGE	38,503

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	85,210
2	64,150
3	55,398
4	55,200
5	54,800
6	51,314
7	50,000
8	47,805
9	30,402
AVERAGE	54,930

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	49,000
2	40,939
3	39,000
4	38,773
5	35,330
6	34,400
7	30,000
AVERAGE	37,773

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	37,968
2	36,900
3	32,800
4	31,300
5	31,081
6	30,096
7	29,946
8	28,550
9	24,912
10	23,100
AVERAGE	30,667

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	33,820
2	29,678
3	23,600
4	22,400
AVERAGE	25,874

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	43,444
2	35,685
3	33,750
4	33,638
5	33,300
6	27,822
7	25,971
8	25,000
9	24,837
10	19,427
AVERAGE	30,187

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	40,939
2	39,000
3	38,364
4	38,000
5	36,196
6	35,000
7	35,000
8	31,700
AVERAGE	36,770

TABLE II (Continued)
—PHILADELPHIA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	79,800
2	70,150
3	53,508
4	(43,951)
AVERAGE	61,852

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	70,000
2	67,000
3	58,700
4	58,315
5	47,000
6	(43,951)
AVERAGE	57,494

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	66,000
2	57,700
3	55,800
4	50,400
5	45,000
6	37,200
7	36,400
AVERAGE	49,786

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	49,200
2	46,000
3	43,000
4	36,000
5	34,300
6	33,193
AVERAGE	40,282

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	50,497
2	41,000
3	34,396
4	33,193
5	31,690
6	30,056
AVERAGE	36,799

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	57,400
2	53,699
3	43,200
4	43,000
5	40,550
6	38,000
7	33,264
8	32,455
9	24,391
AVERAGE	40,642

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	51,000
2	42,900
3	39,340
4	35,000
5	34,300
6	27,150
7	26,028
8	23,761
9	23,276
AVERAGE	33,662

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—PHILADELPHIA REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	40,500
2	35,000
3	32,455
4	32,435
5	24,391
AVERAGE	32,960

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	43,200
2	43,000
3	35,700
4	34,653
AVERAGE	39,138

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	69,000
2	64,000
3	50,800
4	36,600
AVERAGE	55,100

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	44,625
2	44,000
3	38,400
AVERAGE	42,342

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	33,929
2	32,895
3	32,455
4	31,008
5	27,149
6	23,276
AVERAGE	30,119

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	49,518
2	40,800
3	36,725
4	33,929
5	33,820
6	33,800
7	30,372
8	29,690
AVERAGE	36,082

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	54,500
2	47,700
3	40,000
4	32,000
5	31,092
6	29,473
7	27,814
AVERAGE	37,512

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	65,200
2	60,500
3	51,828
AVERAGE	59,176

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	64,600
2	55,000
3	40,742
AVERAGE	53,494

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	75,600
2	65,500
3	56,000
4	54,500
5	53,832
6	50,700
7	45,516
AVERAGE	57,378

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	66,000
2	65,800
3	60,000
4	58,400
5	54,000
6	53,472
7	53,190
8	45,516
AVERAGE	57,047

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	56,000
2	51,600
3	48,300
4	48,000
5	45,516
AVERAGE	49,883

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	73,780
2	70,000
3	67,464
AVERAGE	70,415

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	63,500
2	59,000
3	55,679
4	54,000
5	53,650
6	49,300
7	48,000
8	45,516
AVERAGE	53,581

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	75,000
2	70,000
3	64,125
4	54,824
5	38,381
AVERAGE	60,666

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	53,000
2	52,200
3	52,000
4	45,516
AVERAGE	50,679

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	68,800
2	52,000
3	50,000
4	49,029
5	45,830
6	44,577
7	31,884
AVERAGE	48,874

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	46,000
2	38,268
3	33,820
AVERAGE	39,363

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	61,500
2	55,942
3	45,516
AVERAGE	54,319

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	60,700
2	50,900
3	46,728
AVERAGE	53,443

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	82,200
2	72,475
3	70,000
4	66,600
AVERAGE	72,819

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	117,999
2	114,500
3	99,597
4	86,350
5	70,008
AVERAGE	97,691

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	63,000
2	58,000
3	52,000
4	44,616
AVERAGE	54,404

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	62,939
2	61,000
3	53,900
4	53,004
AVERAGE	57,716

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	65,404
2	50,000
3	41,796
AVERAGE	52,400

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For the purposes of this survey, Guam and Samoa are not included. The eight participating universities from this region are as follows:

Arizona State University
California State University at Los Angeles
Northern Arizona University
University of Arizona
University of California at Davis
University of Hawaii at Manoa
University of Nevada at Las Vegas
University of Nevada at Reno

TABLE II (Continued)
—SAN FRANCISCO REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	86,213
2	86,213
3	76,500
4	74,000
5	72,940
6	70,760
7	58,500
8	58,000
AVERAGE	73,078

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	71,000
2	66,000
3	60,610
4	59,160
5	57,375
6	57,100
7	54,144
AVERAGE	60,770

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	63,223
2	56,600
3	54,145
4	50,260
5	49,623
6	48,072
7	47,610
AVERAGE	52,790

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	44,517
2	38,340
3	33,252
4	29,000
5	27,031
AVERAGE	34,436

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	55,700
2	55,622
3	51,292
4	46,788
5	46,630
AVERAGE	51,206

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—SAN FRANCISCO REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	61,237
2	60,860
3	60,000
4	56,225
5	55,992
6	(54,144)
7	54,032
AVERAGE	57,499

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	65,835
2	49,500
3	46,605
4	46,235
5	45,987
6	45,381
AVERAGE	49,924

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	54,340
2	49,000
3	48,591
4	46,477
5	39,035
6	29,028
AVERAGE	44,412

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	42,198
2	41,500
3	39,498
4	38,450
5	37,110
6	35,040
7	35,035
AVERAGE	41,262

TABLE II (Continued)
—SAN FRANCISCO REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	65,300
2	6[illegible],121
3	54,865
4	(54,144)
[illegible]	52,[illegible]00
AVERAGE	[illegible]8,386

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	5[illegible],652
2	4[illegible],072
3	47,687
4	46,235
[illegible]	45,662
6	40,485
7	3[illegible],624
AVERAGE	44,202

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	35,400
2	34,800
3	34,485
4	33,636
5	32,510
6	26,716
7	25,570
8	23,203
AVERAGE	30,740

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(51,560)
2	50,172
3	41,410
4	38,027
5	35,530
6	3[illegible],268
7	34,860
8	28,000
AVERAGE	39,467

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(51,560)
2	51,445
3	40,637
4	35,268
5	35,000
6	33,252
7	32,148
8	31,320
AVERAGE	38,829

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	39,672
2	39,053
3	38,316
4	37,740
5	37,523
6	37,060
7	35,772
[illegible]	35,530
AVERAGE	37,583

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	44,600
2	41,474
3	36,419
4	35,969
[illegible]	33,440
6	29,383
AVERAGE	36,881

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	7[illegible],400
2	6[illegible],000
3	65,500
4	44,740
5	38,555
6	31,[illegible]76
7	23,103
AVERAGE	58,192

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—SAN FRANCISCO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(73,700)
2	73,418
3	70,015
AVERAGE	72,378

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	65,154
2	56,225
3	(54,144)
AVERAGE	58,508

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	66,880
2	51,900
3	(48,072)
4	40,848
AVERAGE	51,925

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	60,000
2	47,686
3	47,095
4	40,191
AVERAGE	48,743

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	57,172
2	54,945
3	52,000
4	49,100
5	42,120
6	36,851
7	33,000
AVERAGE	46,444

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	54,400
2	(48,072)
3	41,751
4	35,845
5	34,485
AVERAGE	42,913

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	47,900
2	44,720
3	43,800
4	43,331
5	42,336
6	41,800
7	41,197
AVERAGE	43,596

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	42,325
2	39,264
3	36,957
4	34,370
AVERAGE	38,229

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—SAN FRANCISCO REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(73,700)
2	55,409
3	49,316
AVERAGE	59,475

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	46,744
2	43,890
3	40,073
4	33,907
5	30,087
6	30,000
AVERAGE	37,384

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	52,773
2	52,250
3	39,234
4	38,380
5	37,900
6	(33,420)
7	31,350
AVERAGE	40,758

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	45,456
2	38,665
3	37,298
4	(34,944)
5	(33,420)
6	31,300
7	29,928
AVERAGE	35,860

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	59,565
2	(57,120)
3	29,831
AVERAGE	48,505

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	48,072
2	44,515
3	42,682
AVERAGE	45,756

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	(57,871)
2	55,047
3	37,849
AVERAGE	50,256

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	45,267
2	44,748
3	29,820
4	25,170
AVERAGE	36,251

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	73,700
2	65,313
3	(57,120)
4	54,961
5	43,890
AVERAGE	58,997

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	59,000
2	55,356
3	54,290
AVERAGE	56,212

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	68,000
2	53,380
3	53,094
4	52,465
5	52,085
6	48,072
AVERAGE	54,516

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	70,000
2	61,739
3	56,080
4	55,275
5	54,618
6	54,340
7	48,072
AVERAGE	57,161

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	50,564
2	48,950
3	48,734
4	48,072
5	43,866
6	36,889
AVERAGE	46,179

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	61,906
2	59,252
3	54,221
4	54,000
5	52,119
6	51,816
7	48,072
AVERAGE	54,484

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	70,000
2	63,100
3	60,610
4	58,080
5	55,000
6	54,000
7	(51,652)
8	48,072
AVERAGE	57,314

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	57,998
2	54,600
3	48,072
AVERAGE	53,557

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	61,237
2	(57,871)
3	55,172
4	51,843
5	51,730
AVERAGE	55,571

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	58,244
2	47,687
3	42,000
AVERAGE	49,310

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	65,432
2	58,000
3	53,960
AVERAGE	59,131

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	80,300
2	65,254
3	62,178
4	61,000
AVERAGE	67,183

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	49,442
2	47,558
3	41,335
AVERAGE	46,112

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	102,900
2	96,700
3	83,968
4	66,940
AVERAGE	89,127

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	56,953
2	56,410
3	53,973
4	53,000
5	51,861
AVERAGE	54,439

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	56,188
2	50,840
3	48,070
AVERAGE	51,699

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The seven participating universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Alaska at Fairbanks
University of Idaho
University of Oregon
Washington State University

TABLE II (Continued)
—SEATTLE REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	94,037
2	80,804
3	65,052
4	65,052
5	65,052
6	59,988
7	56,856
AVERAGE	69,549

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	41,766
2	29,653
3	29,342
4	28,600
5	28,168
6	25,662
7	24,200
AVERAGE	29,627

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	83,138
2	58,704
3	54,600
4	54,142
5	50,008
AVERAGE	60,118

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	52,523
2	42,345
3	41,910
4	37,012
5	35,120
AVERAGE	41,782

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	73,819
2	52,580
3	50,000
4	45,856
5	45,769
6	44,520
7	38,002
AVERAGE	50,078

TABLE II (Continued)
—SEATTLE REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	60,500
2	57,912
3	54,142
4	50,008
AVERAGE	55,641

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	40,904
2	39,954
3	33,700
AVERAGE	38,186

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	79,123
2	44,100
3	42,378
4	42,354
5	39,046
6	38,002
AVERAGE	47,502

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	35,156
2	34,344
3	32,865
4	30,420
5	29,640
6	26,079
AVERAGE	31,417

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	44,805
2	46,500
3	37,488
4	37,149
5	33,011
6	31,049
AVERAGE	38,667

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	59,925
2	39,617
3	32,700
4	32,700
5	32,700
6	28,940
7	27,582
AVERAGE	34,309

TABLE II (Continued)
—SEATTLE REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	56,225
2	48,000
3	45,315
AVERAGE	49,847

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	70,678
2	51,150
3	43,222
4	38,089
5	29,086
AVERAGE	46,445

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	51,700
2	37,858
3	28,414
AVERAGE	39,324

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(61,714)
2	(43,452)
3	(40,695)
4	40,065
5	34,021
6	29,524
7	29,349
AVERAGE	39,834

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(61,714)
2	(43,452)
3	40,830
4	(40,695)
5	36,091
6	31,700
7	30,341
AVERAGE	40,688

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	50,419
2	37,440
3	36,213
4	35,454
5	31,363
6	29,307
7	29,023
AVERAGE	35,603

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	42,043
2	38,213
3	37,232
4	36,228
5	34,055
6	29,295
AVERAGE	36,178

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	56,742
2	55,917
3	53,808
4	52,008
5	50,615
6	48,539
7	47,500
AVERAGE	52,161

TABLE II (Continued)
—SEATTLE REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	58,000
2	54,500
3	46,521
AVERAGE	53,007

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	48,233
2	36,600
3	28,168
4	26,550
AVERAGE	34,888

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	56,472
2	44,020
3	43,235
4	40,000
5	20,045
AVERAGE	41,154

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	39,074
2	(34,386)
3	32,698
AVERAGE	35,386

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	69,118
2	42,704
3	41,760
4	41,748
5	40,500
6	37,417
7	31,487
AVERAGE	43,533

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	50,419
2	35,674
3	31,690
4	29,868
5	26,478
AVERAGE	34,626

TABLE II (Continued)
—SEATTLE REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	47,528
2	38,275
3	32,761
4	31,529
AVERAGE	37,523

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	51,550
2	45,560
3	45,017
4	43,426
AVERAGE	46,388

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	37,353
2	37,229
3	32,300
4	31,462
5	27,812
6	26,857
AVERAGE	32,202

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	60,975
2	60,100
3	49,005
AVERAGE	56,693

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	66,310
2	45,408
3	36,498
4	36,156
5	(34,386)
AVERAGE	43,752

TABLE II (Continued)
—SEATTLE REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	83,613
2	67,000
3	62,400
4	52,513
AVERAGE	66,882

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	76,003
2	56,869
3	53,200
4	50,008
5	49,400
AVERAGE	57,096

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	86,902
2	61,388
3	57,304
4	53,431
5	53,174
6	50,509
7	44,015
AVERAGE	58,103

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	49,500
2	39,802
3	35,016
AVERAGE	41,439

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	74,901
2	62,818
3	57,739
4	50,000
5	49,820
6	49,003
7	42,512
AVERAGE	55,113

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	79,477
2	58,000
3	52,797
4	52,012
5	44,626
6	43,117
AVERAGE	55,005

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	63,975
2	56,440
3	48,003
4	47,084
5	46,103
6	44,000
AVERAGE	50,938

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	52,533
2	52,000
3	43,347
4	43,295
AVERAGE	47,779

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG THIRTY UNIVERSITY SYSTEMS
IN TWENTY-SIX STATES

This table summarizes the data for thirty university systems in twenty-six states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities & Colleges
City University of New York System
Indiana University
Louisiana State University System
Montana University System
North Dakota State University
Oregon State System of Higher Education
Southern Illinois University
State University and Community College System of Tennessee
State University System of Florida
Texas A & M University System
University of Alabama System
University of Arkansas System
University of Colorado
University of Hawaii System
University of Houston System
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Missouri
University of Nebraska
University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Texas System
University of Wisconsin System
University System of New Hampshire
University System of South Texas

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICERS:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	135,000
2	127,500
3	98,830
4	94,300
5	92,400
6	90,676
7	89,900
8	85,000
9	83,000
10	80,358
11	80,000
12	80,000
13	79,000
14	78,000
15	77,174
16	76,500
17	76,100
18	75,250
19	75,000
20	72,380
21	70,567
22	69,800
23	69,050
24	67,569
25	66,725
26	66,000
27	62,700
28	56,100
29	53,460
AVERAGE	80,288

ACADEMIC OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	78,265
2	76,510
3	75,720
4	71,500
5	69,840
6	68,800
7	64,700
8	63,813
9	63,700
10	(62,300)
11	59,850
12	59,152
13	59,000
14	57,973
15	57,500
16	56,100
17	54,000
18	54,000
19	51,797
20	51,648
21	50,256
22	48,655
AVERAGE	61,731

ACADEMIC OFFICERS:
ASSOCIATE VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY
1	64,134
2	58,001
3	56,500
4	51,000
5	(50,200)
6	47,943
7	45,800
8	44,700
9	45,000
AVERAGE	51,586

ACADEMIC OFFICERS:
ASSISTANT VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY
1	51,237
2	49,900
3	42,633
4	40,000
5	37,823
6	37,297
7	33,280
8	32,900
AVERAGE	40,634

ACADEMIC OFFICERS:
DIRECTOR

RANK	SALARY
1	61,000
2	51,265
3	50,162
AVERAGE	54,142

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT / VICE CHANCELLOR

RANK	SALARY
1	83,000
2	78,500
3	75,000
4	71,400
5	68,500
6	66,000
7	64,424
8	64,386
9	(62,300)
10	57,973
11	55,152
12	54,900
AVERAGE	66,628

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT / VICE CHANCELLOR

RANK	SALARY
1	92,254
2	76,500
3	75,004
4	70,109
5	60,871
6	60,500
7	58,040
8	57,673
9	56,286
10	51,797
AVERAGE	65,903

OPERATIONS OFFICERS:
ASSOCIATE VICE PRESIDENT / VICE CHANCELLOR

RANK	SALARY
1	90,000
2	80,563
3	72,000
4	51,449
5	43,800
6	42,067
7	41,060
AVERAGE	60,134

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/ASSISTANT TO THE PRESIDENT/CHANCELLOR

RANK	SALARY
1	69,900
2	63,000
3	50,726
4	(50,200)
5	(50,200)
6	49,500
7	46,750
8	44,100
9	44,000
10	43,200
11	42,693
12	42,500
13	40,900
14	40,239
15	39,855
16	36,684
17	34,815
18	34,324
19	33,000
20	27,000
21	26,099
22	26,088
AVERAGE	42,535

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	82,400
2	77,000
3	(68,600)
4	65,220
5	61,300
6	60,000
7	(60,000)
8	58,733
9	57,973
10	55,121
11	54,450
12	52,800
13	49,740
14	48,841
15	48,655
16	48,048
17	46,317
18	44,200
19	43,836
20	(43,200)
21	42,693
22	42,590
23	42,350
AVERAGE	54,524

OPERATIONS OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(60,372)
2	56,500
3	52,141
4	51,245
5	48,100
6	36,620
7	36,500
8	35,600
9	33,140
10	33,074
11	32,112
12	32,000
13	31,015
AVERAGE	41,418

OPERATIONS OFFICERS:
SECRETARY TO THE BOARD

RANK	SALARY
1	80,000
2	70,753
3	(68,600)
4	(60,000)
5	53,700
6	(52,200)
7	51,500
8	50,749
9	47,700
10	46,000
11	43,393
12	(43,200)
13	39,242
14	34,347
15	33,074
16	32,659
17	28,559
18	27,257
19	24,564
20	23,900
21	20,100
AVERAGE	44,309

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	77,000
2	75,410
3	75,004
4	68,900
5	65,010
6	64,814
7	62,000
8	61,992
9	60,871
10	60,300
11	57,973
12	57,743
13	55,902
14	55,200
15	54,500
16	54,500
17	50,000
18	48,000
19	46,072
AVERAGE	60,589

FINANCE AND BUSINESS OFFICERS: ASSOCIATE VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	55,074
2	51,218
3	44,250
AVERAGE	50,181

FINANCE AND BUSINESS OFFICERS: ASSISTANT VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	46,400
2	50,650
3	49,000
4	48,000
5	47,240
6	44,820
7	43,600
8	36,600
AVERAGE	48,290

FINANCE AND BUSINESS OFFICERS: BUDGET OFFICER

RANK	SALARY
1	72,500
2	60,500
3	57,000
4	53,508
5	52,800
6	48,740
7	48,655
8	48,000
9	44,000
10	41,700
11	41,406
12	38,800
13	32,800
14	32,700
15	32,000
16	31,450
17	30,400
18	29,076
AVERAGE	44,225

FINANCE AND BUSINESS OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	37,296
2	34,800
3	25,600
AVERAGE	32,565

FINANCE AND BUSINESS OFFICERS: CONTROLLER

RANK	SALARY
1	70,655
2	56,000
3	55,700
4	54,600
5	52,141
6	52,000
7	47,500
8	47,203
9	46,896
10	45,030
11	44,411
12	42,700
13	42,067
14	40,500
15	40,000
16	38,174
17	34,896
AVERAGE	47,687

FINANCE AND BUSINESS OFFICERS: AUDITOR

RANK	SALARY
1	55,800
2	55,600
3	52,141
4	46,370
5	44,000
6	42,400
7	42,247
8	42,142
9	41,712
10	40,178
11	39,804
12	39,000
13	35,000
14	34,900
15	33,500
16	33,143
17	32,563
18	32,079
AVERAGE	41,255

FINANCE AND BUSINESS OFFICERS: TREASURER

RANK	SALARY
1	82,400
2	54,000
3	53,000
4	52,000
5	47,500
6	44,000
7	43,500
8	39,693
9	39,615
AVERAGE	51,301

FINANCE AND BUSINESS OFFICERS: DIRECTOR OF PERSONNEL

RANK	SALARY
1	71,500
2	(60,372)
3	(50,200)
4	50,000
5	48,763
6	43,800
7	43,600
8	43,393
9	42,600
10	42,475
11	41,195
12	40,639
13	35,053
14	32,900
15	28,950
16	28,711
17	25,950
AVERAGE	42,947

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

PUBLIC RELATIONS OFFICERS
INFORMATION SERVICES:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	43,600
2	(41,900)
3	(41,610)
AVERAGE	42,370

PUBLIC RELATIONS OFFICERS
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	52,500
2	50,391
3	47,828
4	45,655
5	42,573
6	42,015
7	41,000
8	41,000
9	40,400
10	40,000
11	38,425
12	35,094
13	34,300
14	30,000
15	28,000
16	25,000
AVERAGE	39,636

PUBLIC RELATIONS OFFICERS
LEGISLATIVE RELATIONS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	64,447
2	60,871
3	56,600
4	54,544
5	(52,200)
6	45,000
7	(41,900)
8	(41,610)
AVERAGE	52,149

PUBLIC RELATIONS OFFICERS
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	71,000
2	69,500
3	68,000
4	57,073
5	52,000
6	49,225
7	48,150
8	41,904
9	40,000
10	38,800
11	28,836
12	22,400
AVERAGE	48,907

PUBLIC RELATIONS OFFICERS
DEVELOPMENT:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	74,548
2	61,873
3	51,270
4	45,000
5	(41,610)
AVERAGE	54,860

PUBLIC RELATIONS OFFICERS
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	64,677
2	36,950
3	35,750
4	35,000
AVERAGE	43,094

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	69,220
2	57,973
3	53,536
4	53,316
5	47,616
6	45,680
AVERAGE	53,890

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS:
ASST VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	54,500
2	52,000
3	51,418
4	40,419
5	39,420
AVERAGE	47,551

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS:
DIRECTOR

RANK	SALARY
1	60,500
2	50,966
3	50,391
4	46,692
5	45,796
6	42,800
7	42,689
8	41,500
9	40,711
10	39,650
11	36,648
12	32,100
13	29,850
AVERAGE	43,093